

Presiding:
Chair
Joseph M. Gingo
October 9, 2019

1	Call to Order
2	Report of the Chair
3	Report of the President
4	Report of the Student Trustees
5	Approval of Minutes
6	Report of the Finance & Administration Committee
7	Report of the Academic Issues & Student Success Committee
8	Report of the Rules Committee
9	Consent Agenda Vote
10	New Business
11	Next Regular Meeting: December 11, 2019 Student Union, Room 339
12	Adjournment

Board of Trustees

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES

Meeting Minutes

Wednesday, August 14, 2019

Student Union, Room 339

Board Members Present:

Joseph M. Gingo, Chair	Lewis W. Adkins, Jr.	Thomas F. Needles
Olivia P. Demas, Vice Chair	Cindy P. Crotty	William A. Scala
Alfred V. Ciraldo, M.D., Vice Chair	Michael J. Dowling	

Student Trustees Present:

Andrew M. Adolph
Taylor A. Bennington

Advisory Trustees Present:

Anthony J. Alexander
David W. James

Staff Officers of the Board Present:

M. Celeste Cook, Secretary; Vice President & General Counsel
John J. Reilly, Assistant Secretary; Associate Vice President & Deputy General Counsel

Administrative Officers Present:

Dr. John C. Green, Interim President
Kimberly M. Cole, Vice President, Advancement
Wayne R. Hill, Vice President and Chief of Staff
Jolene A. Lane, Chief Diversity Officer/Vice President, Inclusion and Equity
Dr. John A. Messina, Vice President, Student Affairs
Dr. Chand Midha, Interim Executive Vice President/Chief Academic Officer
Nathan J. Mortimer, Vice President, Finance and Administration/Chief Financial Officer
Dr. Rex D. Ramsier, Senior Vice President and Provost, Chief Administrative Officer

Others Present: (See Appendix A.)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order at 8 a.m., and the Board adjourned into executive session on an 8-0 vote for the stated purposes of—considering employment and compensation of public employees pursuant to O.R.C. 121.22(G)(1), considering real estate matters pursuant to O.R.C. 121.22(G)(2) and to review for collective bargaining sessions pursuant to O.R.C. 121.22(G)(4). The meeting returned to public session at 10:35 a.m. on an 8-0 vote.

Mr. Gingo then welcomed to the Board two new members who had been appointed by Governor Mike DeWine for terms beginning July 2, 2019: Trustee Michael J. Dowling and Student Trustee Taylor A. Bennington.

- Mr. Dowling’s nine-year term on the Board will end on July 1, 2028. He holds the position of senior vice president, external affairs at FirstEnergy Corp. He oversees local, state and federal governmental affairs; energy policy, state regulatory affairs and market policies; corporate affairs and community involvement; economic development; and the FirstEnergy Political Action Committee. He is a University of Akron alumnus, having earned a B.A. in Business and Organizational Communication degree. He joined the company, then known as Ohio Edison, in 1986 and was named to his current position in 2011.
- Taylor Bennington’s two-year term on the Board will end on July 1, 2021. He is a spring 2019 University of Akron graduate, having earned a Bachelor of Science in Political Science. Presently, he is a student in the School of Law. As an undergraduate, Taylor had served two terms as president of Undergraduate Student Government as well as having served as a Faculty Senate senator, a member of University Council’s executive committee, a Conduct Hearing Board member and a chief of staff for Undergraduate Student Government. Taylor also had worked as an intern for the Ohio House of Representatives and for the Wayne County Treasurer’s office.

Mr. Gingo then invited Mr. Dowling and Mr. Bennington to go to the head of the room, where Ms. Cook administered the oath of office. Mr. Dowling thanked Governor DeWine for making him his first appointment to The University of Akron’s Board of Trustees, calling it “a great honor.” He said that the University is very special to him, his wife Karen and their family, and that he is eager to do his part working with everyone to make it the best it can be. Mr. Bennington also expressed his thanks to Governor DeWine as well as to Chairman Gingo and the students of the University for entrusting him with this responsibility. Having spent the last three years at the University in student leadership, he said that he is honored to continue to serve for the two years ahead on the Board of Trustees, adding that “our best is yet to come, and I am excited to be a part of that.” Mr. Gingo reiterated his welcome on behalf of the Board to Mr. Dowling and Mr. Bennington and said that their background and experience would be of great benefit.

REPORT OF THE CHAIR

2019-20 Board Committee Assignments

Mr. Gingo reported that one of the annual duties of the Board Chair is to make Board Committee assignments for the new fiscal year. He thanked Trustees for their feedback with regard to their preferences and their willingness to assume those responsibilities.

Trustees appointed to lead standing committees for 2019-2020 are:

- Olivia Demas, Chair and Andrew M. Adolph, Vice Chair of Academic Issues & Student Success;
 - Mr. Gingo acknowledged Mr. Adolph for having presided, in Ms. Demas' absence, as Vice Chair of the Academic Issues and Student Success Committee at its recent meeting.
- Cindy Crotty, Chair of Audit & Compliance;
- Bill Scala, Chair of Finance & Administration and Personnel & Compensation;
- Al Ciraldo, Chair of Rules; and
- Roland Bauer, Chair of Strategic Issues.

Special committees would be led by:

- Lewis Adkins, Chair of Safety & Facilities; and
- Joe Gingo, Chair the Presidential Transition Committee.

Mr. Gingo said that full rosters of standing and special committee appointments, as well as appointments to University-affiliated boards, had been circulated to Trustees in late July. These committee assignments are posted on the Board of Trustees website.

In addition to standing and special committee assignments, Mr. Gingo announced Board liaisons to the following legislative/representative bodies.

- Michael Dowling is the appointed primary liaison to attend University Council meetings on behalf of the Board of Trustees with Trustee Demas appointed as alternate.
- Roland Bauer is the appointed primary liaison to attend Faculty Senate meetings on behalf of the Board with Trustee Crotty as alternate.

Mr. Gingo said that all Trustees are welcome to attend these meetings and are encouraged to do so whenever possible.

New Student Convocation

Mr. Gingo said that the freshman class of the 2019-2020 academic year would receive a formal welcome to campus at the New Student Convocation scheduled to begin at 11:30 a.m. on Friday, August 23 at FirstEnergy Stadium/Cub Cadet Field. He encouraged available Trustees to attend.

Ohio Trustees Conference

Mr. Gingo said that the Ohio Department of Higher Education recently had issued a “save the date” announcement of the 2019 Ohio Trustees Conference scheduled for October 29-30. The event will be held again on the campus of Columbus State Community College, starting with a reception and dinner with Governor DeWine on Tuesday, October 29. Conference programming will follow on Wednesday, October 30. He advised Trustees who plan to attend to notify the Board office.

Mr. Gingo then concluded his report with the following statement:

“As the beginning of a new academic year approaches with classes scheduled to start on Monday, August 26, I look forward to a renewed commitment by this Board and our administration, faculty and staff to keep The University of Akron the best choice for our students and a vital community partner for our region. Let us all continue to work together.”

REPORT OF THE INTERIM PRESIDENT (See Appendix D.)

REPORT OF THE STUDENT TRUSTEES

Mr. Adolph reported that he and Mr. Bennington would take part in Move In, New Student Convocation, and the many activities planned on campus to welcome returning and new students during the coming week. He said that it is always a pleasure to see the excitement in each of our students as they make their way back to campus or arrive for the very first time.

He then gave some background on the academic competition teams from The University of Akron School of Law and their many accomplishments during the past year. Trial Advocacy, Client Counseling, and Moot Court teams compete across the region and nationwide as part of their Akron Law experience. In addition to benefiting from national competitive exposure and team comradery, participating students are mentored by Akron Law alumni who volunteer to coach the teams. This gives the students access to a great network of practicing lawyers when it comes time for them to seek employment or internship opportunities, Mr. Adolf said.

Mr. Bennington then introduced two Trial Advocacy team members, Cassandra Rosa and Imokhai Okolo, who presented on their Akron Law experiences. Each student received a commemorative gift from Trustees.

Mr. Gingo thanked the student-presenters and said that, as a graduate of The University of Akron School of Law, he personally is extremely proud of their accomplishments.

ACTION ITEMS

Mr. Gingo said that, because the Board uses a consent agenda, it would hear reports for each committee and wait to hold one vote for all actions on the consent agenda. The Board would vote on actions not

listed on the consent agenda immediately after those items are raised. All of the action and informational items in the Board materials had been discussed in detail during committee meetings held on Friday, August 9.

CONSIDERATION OF MINUTES (“Board of Trustees” Tab)
presented by Chair Gingo

By consensus, the proposed action to approve the minutes of the Special Board meeting of April 17; the Presidential Search Committee meeting of June 7; the Board of Trustees meeting of June 12; the Presidential Search Committee meetings of June 17 and 18; and the Special Board meetings of July 10, 12, 16 and 30, 2019 were placed on the consent agenda, as amended.

RESOLUTION 8-1-19 (See Appendix B.)

REPORT OF THE FINANCE & ADMINISTRATION COMMITTEE
presented by Committee Chair Scala

- Personnel Actions recommended by Dr. Green as amended (Tab 1)

RESOLUTION 8-2-19 (See Appendix B.)
ACTION: Scala motion on behalf of Committee, passed 8-0

- Procurements for More Than \$500,000 (Tab 2)

1. Roo Express Shuttle Service Operator (Auxiliary Fund)

An award was proposed to ABM Parking Services in the amount of its \$1,548,000 bid (approximately \$516,000 annually) to operate the Roo Express Shuttle Service for the period September 1, 2019 through August 31, 2022. Renewal upon mutual consent via two additional two-year options could extend that period for up to four years. ABM Parking Services is the incumbent vendor since 2008 and had provided the lowest among four bids received. The award had been recommended by Parking and Transportation Services and the Department of Purchasing and had been reviewed for legal form and sufficiency by the Office of General Counsel.

2. Infrastructure Improvements - Vaults (State Capital Funds)

An award was proposed to Dan Terreri & Sons, Inc. in the amount of its \$1,088,800 bid to replace the Martin Fountain vault and rework the Computer Center vault. The award had been recommended by Capital Planning and Facilities Management and the Department of Purchasing as the lowest responsible bid of the two received, and would be made following review for legal form and sufficiency by the Office of General Counsel and approval by the state Controlling Board.

3. Medina Lab Renovation (State Capital Funds, General Fund, and Donations)

An award was proposed to Feghali Brothers, LLC in the amount of its \$697,000 bid to renovate the existing surgical technology lab at the Medina campus. The award had been recommended

by Capital Planning and Facilities Management and the Department of Purchasing as the lowest responsible bid of the six received, and would be made following review for legal form and sufficiency by the Office of General Counsel and approval by the state Controlling Board.

RESOLUTION 8-3-19 (See Appendix B.)

Mr. Gingo then invited Mrs. Cole to comment on the next two proposals. Mrs. Cole responded by reiterating the University's appreciation to Keith and Stephanie Cline and to Joe and Carrie Hete for their generous support, as detailed respectively in the proposed naming resolutions.

- Naming of The Keith A. Jr. and Stephanie L. Cline Athletics Leadership Academy (Tab 3a)

A resolution was proposed to name the Athletics Leadership Academy in honor of University alumni Keith A. Jr. and Stephanie L. Cline in recognition of their commitment in support of the academy and their devotion to Akron Athletics, The University of Akron, and its students.

RESOLUTION 8-4-19 (See Appendix B.)

- Naming of The Joseph C. '76 and Carrie J. Hete Technology Common (Tab 3b)

A resolution was proposed to name Room 102 in the College of Business Administration building in honor of University alumnus Joseph C. Hete and his wife Carrie J. Hete in recognition of their gift in support of the Technology Common near the Anthony J. Alexander Professional Development Center.

RESOLUTION 8-5-19 (See Appendix B.)

- Cumulative Gift and Grant Income Report for July 1, 2018 through June 30, 2019 (Tab 4)

During the fiscal year ended June 30, 2019, The University of Akron recorded gifts of cash, bequests, gifts-in-kind and pledges totaling \$33,842,686.

RESOLUTION 8-6-19 (See Appendix B.)

- Purchases \$25,000 to \$500,000 (Tab 5a) INFORMATION ONLY
- Purchases for More than \$500,000 with prior approval (Tab 5b) INFORMATION ONLY
- Capital Projects Report (Tab 6) INFORMATION ONLY
- Information Technology Report (Tab 7) INFORMATION ONLY
- Advancement Report (Tab 8) INFORMATION ONLY
- University Communications and Marketing Report (Tab 9) INFORMATION ONLY
- Public Liaison and Government Relations Report (TAB 10) INFORMATION ONLY

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Demas

- Presentation: Direct Connect

Dr. John Messina presented on the Direct Connect dual admission program, a collaboration between The University of Akron and Stark State College–Akron to provide student services and seamless pathways that promote student success and degree attainment.

Following the presentation, Mrs. Demas thanked Academic Issues & Student Success Committee Vice Chair Andrew Adolph for having presided in her absence at the Committee's meeting on Friday, August 9.

- Curricular Changes (Tab 1)

New Programs:

Establish a 3 + 3 Bachelor of Arts in Philosophy and Juris Doctor in the Buchtel College of Arts and Sciences, Department of Philosophy and the School of Law, proposal #16-19508

This program would allow highly motivated students to complete both degrees in six years.

Establish a new Business Cognate Track in the Bachelor of Arts in Music in the Buchtel College of Arts and Sciences, School of Music with the College of Business Administration, proposal #17-20676

This program would prepare music students with skills in business management, grant writing, and entrepreneurship.

RESOLUTION 8-7-19 (See Appendix B.)

- Proposed Department Name Change (Tab 2)

The proposed name change of the Department of Chemical and Biomolecular Engineering to the Department of Chemical, Biomolecular, and Corrosion Engineering had been recommended by the faculty of the College of Engineering and the Faculty Senate to better reflect the department's mission.

RESOLUTION 8-8-19 (See Appendix B.)

- Proposed Degree Recipients for Summer 2019 (Tab 3)

The tentative list of 742 degree candidates for summer 2019, consisting of 70 doctoral, 213 master, 352 baccalaureate and 107 associate degrees, was proposed.

RESOLUTION 8-9-19 (See Appendix B.)

- Enrollment Management Report (Tab 4) INFORMATION ONLY

- Research Report (Tab 5) INFORMATION ONLY
- Student Success Report (Tab 6) INFORMATION ONLY

REPORT OF THE RULES COMMITTEE

presented by Committee Chair Ciraldo

- Revisions to University Rule 3359-10-02, The University of Akron Bylaws of the Faculty Senate (Tab 1)

The proposed revisions would update position titles and reflect the current Faculty Senate election process.

RESOLUTION 8-10-19 (See Appendix B.)

- Revisions to University Rule 3359-11-17, Conflict of Interest, Conflict of Commitment, Scholarly Misconduct, and Ethical Conduct – Policies and Procedures (Tab 2)

The proposed revisions would (a) require the prospective submission of all employees' annual conflict disclosure forms; and (b) eliminate an outdated and unused appeals process. Subsequent to the Rules Committee meeting, it had been determined to add language to the rule that review by the Office of Academic Affairs would occur within 30 days of receipt of the conflict disclosure forms. This language would be added prior to submittal of the rule to the state for approval.

RESOLUTION 8-11-19 (See Appendix B.)

- Revisions to University Rule 3359-43-01, Constitution (Tab 3)

The proposed revisions would update the Undergraduate Student Government constitution to include mission, vision and value statements.

RESOLUTION 8-12-19 (See Appendix B.)

The following three rules were proposed for rescindment because they are out of date or, because of frequent changes in the subject area, would be better administered as department policies.

- Rescindment of University Rule 3359-11-09, World Wide Web (Tab 4)

RESOLUTION 8-13-19 (See Appendix B.)

- Rescindment of University Rule 3359-11-10.7, Privacy Policy (Tab 5)

RESOLUTION 8-14-19 (See Appendix B.)

- Rescindment of University Rule. 3359-20-06.2. College Lecturer

RESOLUTION 8-15-19 (See Appendix B.)

CONSENT AGENDA VOTE

Mr. Gingo said that each of the items on the consent agenda had been thoroughly discussed at committee meetings held the previous week and had been recommended for approval by the appropriate committee, which also had approved the items' addition to the consent agenda.

ACTION: Ciraldo motion, Crotty second for approval of Resolutions 8-1-19 and 8-3-19 through 8-15-19, passed 8-0.

NEW BUSINESS

- Anthony J. Alexander Advisory Trustee Appointment (Tab 1)

Mr. Gingo made the following statement:

“As you know, Board rules provide for the appointment of Advisory Trustees to the Board of Trustees who may serve up to two three-year terms. At the end of August, Tony Alexander will have concluded the second of his two terms as Advisory Trustee.

Because of his invaluable contributions to this Board, and his extraordinary insights, the Board would like to consider extending Mr. Alexander's appointment as an Advisory Trustee for an additional year, through August 2020.”

RESOLUTION 8-16-19 (See Appendix B.)

ACTION: Needles motion, Ciraldo second, passed 8-0.

Following the vote, Mr. Gingo thanked Mr. Alexander for his generous willingness to serve an additional year, and he reminded Trustees of The Anthony J. Alexander Professional Development Center ribbon-cutting and dedication ceremony on Tuesday, September 10 at the College of Business Administration.

- Appointment of Dr. Gary L. Miller as President of The University of Akron (Tab 2)

Mr. Gingo made the following statement:

“It is my pleasure to announce that the presidential search process, begun last December, has come to a very satisfactory conclusion. Before I share the name of the person upon whom we will vote in just a few minutes to become our next president, I want to emphasize the collaborative nature of this process.

Last year, the Board voted to expand the participation and involvement of members of the University community to gain more meaningful input in this search process. The elected leaders of six key University constituency groups, representing all aspects of the University community, were included in the Presidential Search Committee.

In January, the Board held discussions and conversations with leaders of other constituencies, both internal and external, in public session.

In addition, the entire campus community—every individual—had the opportunity through an online form to express their opinions and recommendations on the qualities and talents of their next leader.

All of these actions lead me to believe this has been the most inclusive presidential search process in the University's history. Based upon the input we received and through our own deliberations, the Board of Trustees reached consensus to offer the 18th presidency of The University of Akron to Dr. Gary L. Miller.

Dr. Miller has an outstanding record as an effective higher education leader and consensus builder. In addition to his current role as chancellor at the University of Wisconsin—Green Bay, Dr. Miller also has served as:

- Chancellor of the University of North Carolina—Wilmington;
- Provost and vice president for academic affairs and research at Wichita State University; and
- Dean of the College of the Pacific at the University of the Pacific.

He brings not only two decades of senior-level higher education leadership, but also first-hand experience as a member of the teaching faculty and as a researcher.

My Board colleagues and I believe he is the right person at the right time to lead our University.

Dr. Miller has indicated he would accept the position and assume duties in Akron on October 1, 2019. Therefore, at this time, I would entertain a motion to adopt the resolution naming Gary L. Miller, Ph.D., as The University of Akron's 18th president, as outlined in the resolution and term sheet dated August 14, 2019."

RESOLUTION 8-17-19 (See Appendix B.)

ACTION: Moved and seconded by consensus, passed 8-0.

Following the vote, Dr. Miller stated that he is delighted to be here and to accept the Board's invitation to become the 18th president of The University of Akron and that he is deeply honored and privileged to be part of the future of this great University, to be part of Akron, and, and most especially to work with this Board of Trustees, which he praised for its "amazing work to reposition this institution and get it ready for the future."

Dr. Miller introduced his wife and partner Georgia and shared that they have three grown children and five grandchildren. He reiterated his thanks to the Board for extending its trust to them to lead this institution, and said that, before continuing with the day's activities, he wanted to leave those in attendance with three thoughts:

Georgia and I are here to live in Akron.

Dr. Miller said that they had enjoyed every community that they had been part of and would make a difference here when they can, adding that one of the reasons they were so interested in this position was because of this great city and this part of the country. He added that they actually have a lot of friends from Akron. “So, in addition to the presidency of The University of Akron, we also will be citizens of this community, and we think that is very important both for our wellbeing and for the University,” he said.

Optimism

Second, Dr. Miller cited the “incredible optimism about the future of this institution” that they were able to see during the search process in conversations with Board members, faculty and students, even while they talked about the University’s transient challenges. Dr. Miller said that he, too, is very optimistic, and one of the reasons he wanted to come here is that this University clearly has a bright future for these reasons:

- There is a clear commitment from this Board for the future of the institution, which shows in what they have done. He said that “this University over the last year and a half has done some really hard work, and it has laid the foundation for developing a strategy, linking that to a strong vision, and figuring out a way to execute on that so we can move to the University of the future that we all want.”
- There is an excellent faculty and staff here. The productivity of this institution and the scholarly work, teaching, and community engagement participation by the faculty and staff reflects that this is a fine University. A fine University must be built upon excellent faculty and that is one of the things we are excited about.
- Also, there is Akron. This University has been fulfilling its promise to this city for nearly 150 years. It is a great American city, with which we are familiar as I said. The future of this University depends on our continued, deep relationship with this city and the area around it.
- The optimism of this institution is evidenced by the fact that, at the very time that the University was experiencing difficulties, as all Universities do, the Board chose *student success* as its one guiding principle. Student success was the central thought as the Board, faculty and administration worked over the last couple of years to reposition the University to get through its transitional problems. That is an amazing and very important concept.

We are committed to working with you.

Dr. Miller said, “I know I cannot expect a standing ovation every time we have a Board meeting. I know we will disagree sometimes, but we will be a team. We have student success and the welfare of this University and this community in our minds and our hearts; that is what we are here for. I will get to know each of you; I will try to understand what you want. We will, together with our faculty colleagues, our administration and this community, take this University forward. I am very excited to be here. This is a great American research university; it is going to become even greater. Go Zips!”

Mr. Gingo thanked Dr. Miller and said that the Board looks forward to a long and productive relationship. He then announced that Interim President, Dr. John C. Green, had agreed to serve as special assistant to the president for strategy and transition from October 1, 2019 to January 31, 2020.

Mr. Gingo added that, “Dr. Green’s exemplary service to the University, especially during this time as our interim president, will be more formally recognized at a later date, but I want to say publicly that this Board is extremely grateful for his commitment, dedication, and excellent work. Thank you, John, for all you have done for this University.”

Mr. Gingo then announced that the next regular meeting of the Board of Trustees would take place on Wednesday, October 9, 2019 with an executive session beginning at 7:30 or 8:00 a.m. Committees of the Board would meet on Friday, October 4.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 11:30 a.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

October 9, 2019

APPENDIX A: OTHERS PRESENT

Dr. Philip A. Allen, University Council

Stephen J. Allen, Senior Multimedia Producer, University Communication and Marketing

Dr. Matthew P. Akers, Public Liaison, Assistant Director, Ray C. Bliss Institute of Applied Politics

Cristine Boyd, Director, Media Relations

Anthony P. Colucci III, Contract Professional Advisory Committee

Lisa Dodge, Vice President, Sean P. Dunn & Associates LLC

Anne C. Hanson, Director, Community Relations and Engagement

Sarah J. Kelly, Associate Vice President, Human Resources/CHRO

Richard A. Kent, Electronic Technician, Department of Communication

Willy Kollman, Assistant Vice President, Alumni Relations

Robert C. Kropff, Senior Director, Integrated Communications

Dr. John A. Messina, Vice President, Student Affairs

Ruth N. Nine-Duff, Staff Employee Advisory Committee

Michele A. Novachek, Staff Employee Advisory Committee

Imokhai Okolo, Featured Student

Alan D. Parker, Contract Professional Advisory Committee

C. J. Peters, Dean, The University of Akron School of Law

Jennifer Pignolet, Akron Beacon Journal

Paula Neugebauer, Coordinator, Office of the Board of Trustees

Cassandra Rosa, Featured Student

Dr. Linda M. Saliga, Chair, Faculty Senate

Dr. Pamela A. Schulze, Akron-AAUP

APPENDIX B: RESOLUTIONS

RESOLUTION 8-1-19: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Special Board meeting of April 17; the Presidential Search Committee meeting of June 7; the Board of Trustees meeting of June 12; the Presidential Search Committee meetings of June 17 and 18; and the Special Board meetings of July 10, 12, 16 and 30, 2019 be approved as amended.

RESOLUTION 8-2-19: Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by Interim President John C. Green, dated August 4, 2019, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

RESOLUTION 8-3-19: Acceptance of Procurements for More Than \$500,000

BE IT RESOLVED, That the following recommendations presented by the Finance & Administration Committee on August 14, 2019 be approved:

Award to ABM Parking Services a contract to operate the Roo Express Shuttle Services for the period September 1, 2019 through August 31, 2022 in the amount of \$1,548,000

Award to Dan Terreri & Sons, Inc. a contract to replace the Martin Fountain vault and rework with Computer Center vault in the amount of \$1,088,800

Award to Feghali Brothers, LLC a contract to renovate an existing surgical technology lab in the amount of \$697,000

RESOLUTION 8-4-19: Pertaining to the Naming of The Keith A. Jr. and Stephanie L. Cline Athletics Leadership Academy

WHEREAS, Keith A. Cline, Jr. and Stephanie L. Cline are alumni of The University of Akron, with Keith A. Cline, Jr. having graduated summa cum laude in 1992 with a Bachelor of Science degree in Accounting and in 2002 with a Master of Business Administration in Finance; and Stephanie Cline having graduated in 1994 with a Bachelor of Arts in Social Work; and

WHEREAS, Keith A. Cline, Jr. was a member of Delta Tau Delta fraternity and was inducted into the Beta Gamma Sigma honorary society; and

WHEREAS, Stephanie L. Cline has been a longtime advocate for people in need, donating her time and resources to many charitable organizations, including those that support military veterans, caregivers and spouses, and the abolishment of human trafficking; and

WHEREAS, Keith A. Cline, Jr. has held financial management and leadership positions with several leading U.S. retailers, including having served as the president and chief executive officer for La Quinta, Inc., prior to being named to his current position as the president and chief

APPENDIX B: RESOLUTIONS, Page 2

executive officer for CorePoint Lodging, Inc., a publicly traded real estate investment trust, which owns more than 300 hotels, including all La Quinta branded hotels; and

WHEREAS, Keith A. Cline, Jr. and Stephanie L. Cline have committed \$1,250,000 to The University of Akron in support of the Athletics Leadership Academy, which will offer leadership and development training and programming for University of Akron student-athletes; Now, Therefore,

BE IT RESOLVED, That the Athletics Leadership Academy be named The Keith A. Jr. and Stephanie L. Cline Athletics Leadership Academy in honor of Keith A. Cline, Jr. and Stephanie L. Cline's support for the academy and their devotion to Akron Athletics and The University of Akron and its students.

RESOLUTION 8-5-19: Pertaining to the Naming of The Joseph C. '76 and Carrie J. Hete Technology Common

WHEREAS, Joseph C. Hete is an alumnus of The University of Akron, having graduated with a Bachelor of Science degree in Accounting in 1976; and

WHEREAS, during his distinguished business career, Joseph C. Hete has held executive positions with ABX Air and currently serves as president and chief executive officer of Air Transport Services Group, which, through its subsidiaries, provides: air cargo transportation; aircraft leasing, maintenance and modification; aircraft ground crew support; aircraft parts sales; and additional services for the air cargo transportation and package delivery industries; and

WHEREAS, Joseph C. Hete and his wife Carrie J. Hete have provided generous support to The University of Akron since 1985, including the establishment of The Joseph C. Hete and Family Endowed Scholarship to assist business students; and

WHEREAS, Joseph C. Hete was recognized by his alma mater in 2013 as a recipient of the Dr. Frank L. Simonetti Distinguished Business Alumni Award, and he continues to provide leadership to the University through his service as a member of The University of Akron Foundation Board of Directors; and

WHEREAS, Joseph C. Hete, and Carrie J. Hete, have provided a gift to The University of Akron in support of the Technology Common near the Anthony J. Alexander Professional Development Center within the College of Business Administration; Now, Therefore,

BE IT RESOLVED, That Room 102 located on the first floor of the College of Business Administration building be named The Joseph C. '76 and Carrie J. Hete Technology Common in honor of Joseph and Carrie Hete's support for and steadfast devotion to the College of Business Administration, The University of Akron, and its students.

APPENDIX B: RESOLUTIONS, Page 3

RESOLUTION 8-6-19: Acceptance of Gift Income Report for July 2018 through June 2019

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on August 14, 2019, pertaining to acceptance of the Gift Income Report for July 2018 through June 2019, be approved.

RESOLUTION 8-7-19: Proposed Curricular Changes

BE IT RESOLVED, That the recommendations presented by the Academic Issues & Student Success Committee on August 14, 2019 for the following curricular changes, as recommended by the Faculty Senate, be approved.

Establish a new 3+3 Bachelor of Arts in Philosophy and Juris Doctor in the Buchtel College of Arts and Sciences, Department of Philosophy and the School of Law

Establish a new Bachelor of Arts Track with a Business Cognate in the Buchtel College of Arts and Sciences, School of Music

RESOLUTION 8-8-19: Proposed Name Change of the Department of Chemical and Biomolecular Engineering to the Department of Chemical, Biomolecular, and Corrosion Engineering

WHEREAS, The faculty of the Department of Chemical and Biomolecular Engineering have voted to change the department name to the Department of Chemical, Biomolecular, and Corrosion Engineering to better reflect its mission; and

WHEREAS, Both the faculty of the College of Engineering and the Faculty Senate have recommended changing the name of the Department of Chemical and Biomolecular Engineering; and

WHEREAS, The President and the Office of Academic Affairs concur; Now, Therefore,

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on August 14, 2019 pertaining to approval of the proposed name change of the Department of Chemical and Biomolecular Engineering in the College of Engineering, to the Department of Chemical, Biomolecular, and Corrosion Engineering be approved.

RESOLUTION 8-9-19: Proposed Degree Recipients for Summer 2019

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on August 14, 2019 pertaining to the Proposed List of Degree Recipients for The University of Akron Summer 2019, contingent upon candidates' fulfillment of requirements, be approved.

APPENDIX B: RESOLUTIONS, Page 4

RESOLUTION 8-10-19: Revisions to University Rule 3359-10-02, The University of Akron bylaws of the faculty senate

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 14, 2019 to revise Rule 3359-10-02 be approved.

RESOLUTION 8-11-19: Revisions to University Rule 3359-11-17, Conflict of interest, conflict of commitment, scholarly misconduct, and ethical conduct – policies and procedures

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 14, 2019 to revise Rule 3359-11-17 be approved.

RESOLUTION 8-12-19: Revisions to University Rule 3359-43-01, Constitution

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 14, 2019 to revise Rule 3359-43-01 be approved.

RESOLUTION 8-13-19: Rescindment of University Rule 3359-11-09, World wide web

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 14, 2019 to rescind Rule 3359-11-09, as this rule is deemed unnecessary, be approved.

RESOLUTION 8-14-19: Rescindment of University Rule 3359-11-10.7, Privacy policy

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 14, 2019 to rescind Rule 3359-11-10.7, as this rule is deemed unnecessary, be approved.

RESOLUTION 8-15-19: Rescindment of University Rule 3359-20-06.2, College lecturer

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 14, 2019 to rescind Rule 3359-20-06.2, as this rule is deemed unnecessary, be approved.

RESOLUTION 8-16-19: Anthony J. Alexander Advisory Trustee Appointment

WHEREAS, The University of Akron's Board of Trustees adopted Rule 3359-1-10 on October 26, 2011, thereby creating the position of Advisory Trustee "to take advantage of the talents, resources and experiences of individuals who may or may not be residents of the state of Ohio"; and

WHEREAS, Anthony J. Alexander was appointed by the Board of Trustees to serve as an Advisory Trustee and is concluding his second three-year term; and

WHEREAS, Mr. Alexander has provided invaluable contributions and expertise to this Board during his two terms as an Advisory Trustee; and

WHEREAS, The Board of Trustees would like to extend Mr. Alexander's term as an Advisory Trustee for one additional year, through August 31, 2020; Now, Therefore,

APPENDIX B: RESOLUTIONS, Page 5

BE IT RESOLVED, That Anthony J. Alexander is appointed to an additional, one-year term as an Advisory Trustee from August 2019 through August 31 2020.

RESOLUTION 8-17-19: Appointment of Dr. Gary L. Miller as President of The University of Akron

WHEREAS, The Board of Trustees of The University of Akron has concluded its search for the next President of the University to succeed Interim President Dr. John C. Green; and

WHEREAS, The Board of Trustees has determined that Dr. Gary L. Miller is well suited to assume the presidency of The University of Akron; and

WHEREAS, Dr. Miller has an outstanding record as an effective higher education leader and consensus builder; and

WHEREAS, Dr. Miller's decades of senior-level higher education leadership are informed by his first-hand experience as a member of the teaching faculty and as a researcher; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees appoints Dr. Gary L. Miller as the 18th President of The University of Akron, with key terms of employment outlined in the attached Term Sheet¹; and

BE IT FURTHER RESOLVED, That the employment terms outlined in the Term Sheet and all other essential terms of the employment relationship shall be more fully set forth in a Presidential Employment Agreement, which shall be subsequently negotiated and executed and shall be subject to formal approval of the Board of Trustees.

¹ The Term Sheet attachment to Resolution 4-17-19 is included in these minutes as Appendix C.

APPENDIX C: ATTACHMENT TO RESOLUTION 8-17-19

THE UNIVERSITY OF AKRON

**Term Sheet
The University of Akron
and
Dr. Gary L. Miller**

The University of Akron (the “University”) and Dr. Gary L. Miller (“Dr. Miller” or “President”), enter into this Term Sheet (the “Term Sheet”) as of this 14th day of August, 2019, for the employment as President of the University. A definitive President’s Employment Agreement (the “Agreement”) containing these terms subsequently shall be negotiated and executed. Both this Term Sheet and the Agreement shall be subject to formal approval by the University’s Board of Trustees (the “Board”).

Terms

1. Dr. Miller shall serve as President of The University of Akron, subject to the applicable provisions of Ohio law and rules and regulations of the University and the Board, including but not limited to O.A.C. 3359-01-05. He shall be the chief executive officer for the University and shall serve as President under the supervision, and at the discretion of the Board.
2. The President's employment shall commence on October 1, 2019, unless otherwise modified by agreement of the Parties (the “Effective Date”) and continue for a term of five (5) years thereafter (the “Term”), consistent with the terms and incentives of the Agreement. Any subsequent extension or term, and the associated details thereof, shall be determined by a mutual written agreement of both Parties.
3. During the Term,
 - a. The President shall be provided with a base compensation of \$475,000 annually (the “Base Compensation”), subject to applicable taxes and withholdings, which shall be subject to annual review by the Board and may be increased during the Term of the Agreement at the sole discretion of the Board.
 - b. The University shall establish and maintain for the benefit of the President a non-qualified deferred compensation plan under section 457(f) of the Internal Revenue Code (the “457(f) Plan”). The University shall credit this Plan with \$25,000 during each year of the Agreement, provided that the President has remained continuously employed by the University through the end of such year, during the Term of the Agreement. All accrued deferred compensation that the University has credited to the 457(f) Plan shall become fully vested and payable to the President in a single

APPENDIX C: ATTACHMENT TO RESOLUTION 8-17-19, Page 2

lump sum payment upon completion of the Term. If the President's employment terminates for any reason before the completion of the Term, other than because of death, permanent disability or termination without cause by the University, the President shall forfeit all of the accrued deferred compensation and shall not be paid any of the accrued deferred compensation.

- c. The President shall be responsible for any federal, state or local income tax liability incurred that result from payments made as compensation or benefits to the President pursuant to the Agreement.
4. The President shall be a member of the administrative faculty with rank, untenured, of the University. He shall be entitled to any and all standard benefits, subject to the terms and conditions of the appropriate plan or policy, provided to administrative faculty with rank, untenured, including: health insurance (dental, medical, prescription, vision and worker's compensation); life insurance; disability programs; retirement benefits (as elected by the President under applicable Ohio law) under either the applicable Ohio public retirement system or Alternative Retirement Plan ("ARP"); tax-deferred savings plans (including the University's 403(b) plan and 457(b) plan); flexible spending accounts; vacation and sick leave; and fee remission.
5. The University shall reimburse the President for reasonable moving and relocation expenses up to an amount of \$36,000, such reimbursement to be consistent with the University's policies concerning moving expenses. Moving and relocation expenses are eligible for reimbursement if incurred within twelve (12) months of the Effective Date.
6. During the Term of the Agreement, the University shall provide to the President a stipend of \$750 per month to be applied toward an automobile. Any automobile expense balance, as well as any liability, collision, and comprehensive insurance and all additional operational expenses associated with said automobile, shall be procured and borne by the President.
7. During the Term of the Agreement, the University shall provide to the President a stipend of \$3,500 per month to be applied toward housing. Any housing expense balance, as well as any liability and comprehensive insurance and all additional operational expenses associated with said housing, including any and all repairs, shall be procured and borne by the President.
8. The Board will provide the President, at the University's expense, with a family membership at one mutually agreed upon country club in the name of (or on behalf of) the University and shall pay monthly dues and expenses as provided under Board rules. The parties acknowledge and agree that based upon substantiation of information to be provided by the President, the University shall include in the President's compensation for income tax purposes only the value attributable to the President's non-business (i.e. personal) uses of such club. The President agrees to maintain and furnish an accounting of expenses provided for in this Agreement in accord with standard requirements of the University.

APPENDIX C: ATTACHMENT TO RESOLUTION 8-17-19, Page 3

9. It is expected that the President shall, from time-to-time utilize facilities on the main campus or elsewhere, including the President's residence, to (1) entertain various individuals, including but not limited to dignitaries, community leaders, faculty and other employee groups, students and student groups, friends of the University, and political leaders; and (2) to hold receptions, meetings, fund-raising activities, and a variety of events for mixed business and social purposes benefiting the interests of the University. In such instances, reasonable cooking, catering, and/or housekeeping services shall be provided to, and/or reimbursed by the University at the President's request.
10. The President shall be provided with a reasonable budget for staffing, entertainment and other resources necessary for the operation of the Office of the President to carry out the University's development objectives as determined by the Board of Trustees. The President shall be provided with necessary equipment (i.e. computer, printer, etc.) to operate an office at the President's personal residence.
11. Travel, lodging, meals and other expenses (including reimbursement for mileage) incurred in connection with University business by the President and his spouse shall be reimbursed in accordance with University policy. If the President requests his spouse to utilize her skills and talents in connection with a University-related activity and for the direct benefit of the University, such efforts will be on a voluntary, unpaid basis; however, expenses incurred in connection with such University-related activity by the President's spouse shall be reimbursed in accordance with University policy.
12. The President may serve on one or more external, charitable or similar board positions with the prior express approval of the Board of Trustees.
13. As a condition of employment as President, and within ninety (90) days of the Effective Date of employment, Dr. Miller shall have a comprehensive physical examination by a licensed physician, mutually agreed upon by the parties. The cost of the examination and all tests and procedures related to the examination shall be borne by the University. A certification of his fitness for duty shall be submitted to the Board of Trustees.
14. Upon termination of the Agreement and/or completion of the Term, the University shall have no further obligation to the President, except as otherwise specifically required under the Agreement. Should the President resign his position prior to the completion of the Term other than for disability, the President will be subject to a liquidated damages clause.
15. This Term Sheet and the resulting Agreement shall be subject to the applicable provisions of Chapter 3345 of the Ohio Revised Code, including the performance evaluation, suspension of authority, duties and pay, and termination provisions required by Ohio Revised Code Section 3345.77. The Board shall conduct annual performance evaluations and shall include discussions of same with the President. The President shall provide such oral and written reports as may be required by the Board to aid in conducting such job performance reviews. The President shall comply with all provisions of Ohio's Ethics Laws.

APPENDIX C: ATTACHMENT TO RESOLUTION 8-17-19, Page 4

16. Payment under this Term Sheet or subsequent Agreement is subject to appropriation of funds by the Ohio Legislature and to the determination of the adequacy of such funds for that purpose by the Board of Trustees. However, the Parties agree and understand that funding for the University comes from several sources other than appropriations by the State of Ohio. It is not the intent of the Board of Trustees to use any reduction in appropriations as a reason to reduce compensation under this Term Sheet or subsequent Agreement if other funds are available for such use.
17. The Parties agree to prepare and sign an Agreement, which shall include under what conditions the Board of Trustees may terminate the Agreement “for cause” and “without cause,” and under which the President may terminate the Agreement, with and without incurring a financial penalty. However, the Parties intend to be bound, and are bound, by the terms of this Term Sheet, until such time as it is replaced by the Agreement or is amended or superseded by a further written agreement signed by both Parties. Notwithstanding the foregoing, the University may terminate this Term Sheet, without any further liability or obligation thereunder, if the President is found to have engaged in any one or more of the following before the Agreement is in place: (a) acts or omissions of gross negligence or willful malfeasance in the performance of duties as President; (b) conviction of a felony, or a guilty or no contest plea to a felony charge; (c) acts or omissions that materially harm or reflect negatively upon the University undertaken or omitted knowingly; (d) material misrepresentation of credentials or background; or, (e) a knowing and material violation of Ohio Ethics Laws. This “for cause” provision shall be replaced by a mutually-agreed provision in the Agreement.

AGREED:

By: _____
Joseph M. Gingo
Chair, Board of Trustees
The University of Akron

By: _____
Dr. Gary L. Miller
President

Date: _____

Date: _____

APPENDIX D: REPORT OF THE INTERIM PRESIDENT

The last 15 months have been eventful, and the road ahead promises both changes and challenges. I would like to review several key elements in each category, beginning with changes.

Changes

New Personnel

A year ago, we identified areas of investment for our academic programs, and that has translated into the hiring of 30 new faculty members, most of whom to tenure track positions, to be on campus this fall. We anticipate some additional faculty searches beginning in the fall for faculty who will be on campus in the fall of 2020.

There also will be some personnel changes at the leadership level. As planned, the search for a new chief academic officer will begin in the fall semester. In addition, we will soon begin searches for deans in the colleges of:

- Business;
- Education;
- Health Professions; and
- Arts & Sciences.

Action Plans

For the first time in the 32 years that I have been at The University of Akron, we finally have a plan that is not only aspirational, but actionable as well. I want to thank everyone on campus and the members of the Board for their contribution to the action planning. As was arranged when the action planning began, we will begin the cycle of planning this fall by updating the action plans created last year at every level of the University.

Success in Budgeting

One of the great advantages of the action plan is that we used it to make tough strategic choices within our Fiscal Year 2020 budget. In doing so, we have been able to reduce the structural deficit of the University by an estimated \$10 million while funding the priorities identified in the action plans.

Faculty Workload Guidelines

There has been an extensive effort to update and implement our workload guidelines. We have had conversations with deans, chairs, school directors and other campus leaders. We have made numerous revisions to the document reflecting their input. The consultation will go on for the remainder of the summer, and we will complete the process and implement the workload guidelines in the fall.

APPENDIX D: REPORT OF THE INTERIM PRESIDENT, Page 2

Challenges

Enrollment

Recruitment of new students is absolutely vital to our continuing success, of course, and we have made that one of our key priorities. The environment for recruiting new students has gotten steadily more competitive throughout the state of Ohio. We may continue to experience a decline in enrollment this fall. There are still a few weeks before school begins, and we have high hopes that our numbers will improve. Everyone associated with the University needs to continue their efforts to attract new students to our campus.

Persistence, Retention & Completion

These metrics are the low-hanging fruit that everyone needs to help harvest. If we improve these rates, it will dramatically offset the effects of the strong competition for recruiting new students. Each one of us needs to ask ourselves, “How can I help with the success of the students whom we have already recruited?” In this regard, I look forward to the report of the Joint Committee on Recruitment, Persistence and Graduation, which will make its recommendations public in September.

Revenue

In the year ahead we will once again be challenged to operate with less revenue than anticipated. Thus, we may have to do a bit of belt-tightening to the operating budget again this fiscal year. The way to lessen the discomfort of that squeeze is to spread it out as thinly as possible. That means that I am asking everyone, at every level, to find new ways to control expenditures.

Reorganization

Earlier this year we decided to pause our campus discussions of possible reorganization plans for our academic units. The idea was to give administrators and faculty half a year to develop alternate approaches and ideas for those reorganizations proposed back in February. That six-month pause is nearly concluded, and I will report on potential next steps shortly.

Conclusion

Earlier I mentioned that each of us needs to ask ourselves “How can I help improve the University?” And though he may not appreciate the attention, I would like to point out that our own chairman, Mr. Gingo, has responded to that question personally. He and his wife Linda have established an endowed scholarship in the College of Engineering. On behalf of our University, I would like to recognize Joe and Linda for their generosity in helping our students.

Joe, you do have some competition in this regard. Last year, the Berry family created a scholarship fund for the students who are Zippy on campus and at athletic events. This year, the family has added to the James R. and Phyllis C. Berry Zippy Endowed Scholarship.

APPENDIX D: REPORT OF THE INTERIM PRESIDENT, Page 3

In the 2019-2020 academic year, nine students who help bring Zippy to life will receive scholarships from the endowment. I want to thank Joe, the Berry family, and all our many donors for their support of our students.

Finally, I would like to note that the fall semester is nearly upon us again. I personally have witnessed the “academic change in seasons” for nearly four decades professionally—and even longer if you count my years as a student. It is kind of interesting that I have literally spent my entire life in school!

I truly love the cycle of education, the beginning, the hard work, the completion, the rest ... and then the beginning again. To me, this is one of the most wonderful aspects of academic life. When we love something, we try to preserve it. The hard irony for many of us in higher education is that to preserve this way of life, we must sometimes be willing to change aspects of it.

Next spring, The University of Akron will celebrate the 150th anniversary as an institution of higher education. Its history is one of preservation through change, meeting the constant challenges of a diverse and dynamic world.

The changes and challenges I laid out earlier in my remarks continue that process of preservation and renewal. We owe it to those who came before us, and to those who will follow us, to preserve this thing that we truly love.

APPENDIX E: INTRODUCTIONS - FEATURED STUDENTS

IMOKHAI OKOLO

Imokhai Okolo is a third-year student at The University of Akron School of Law. While attending law school, Imokhai has been actively involved with the Akron Law Trial Team, was an assistant educator for the Akron Law Review, was the student coordinator for the Driver's License Re-entry Clinic, and served as the president of the Black Law Students Association. He presently serves as an Academic Success fellow.

Outside of law school, Imokhai is actively involved with community organizing for the Akron Organizing Collaborative and is a founding member of Unleashing Black Minds, a non-profit organization striving to mentor young black men in Northeast Ohio. He also coaches mock trial at Case Western Reserve University and serves in leadership roles for the Akron Urban League Young Professionals and the Summit County Young Democrats. Over the past year, Imokhai was a summer associate at Jones Day, Thompson Hine, and a legal extern for Judge Solomon Oliver, who sits on the federal bench.

CASSANDRA ROSA

Cassandra is a part-time, third-year law student who will graduate in December 2019. She is from Brunswick, Ohio and is the first person in her family to attend college. Cassandra has served as the president of the Law Association for Women and Asian Hispanic Law Students Association, and served on the Dean's Student Advisory Committee for the School of Law. Cassandra also is a certified legal intern for the Canton City Prosecutor's Office.

**THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
PRESIDENTIAL TRANSITION COMMITTEE**

Meeting Minutes
Tuesday, September 3, 2019
Student Union, Room 339

Committee Members Present:

Joseph M. Gingo, Committee Chair
Lewis W. Adkins, Jr.*
Alfred V. Ciraldo
Olivia P. Demas
Taylor A. Bennington
*Joined meeting at 7:06 a.m.

Other Trustees Present:

Roland H. Bauer
Michael J. Dowling**
William A. Scala
Andrew M. Adolph***
**Left meeting at 8 a.m.
***Left meeting at 8:30 a.m.

Staff Officers of the Board Present:

M. Celeste Cook, Secretary; Vice President & General Counsel

Administrative Officers Present:

Kimberly M. Cole, Vice President, Advancement
Wayne R. Hill, Vice President and Chief of Staff (via teleconference)
Jolene A. Lane, Chief Diversity Officer/Vice President, Inclusion and Equity

Others Present:

Dr. Matthew P. Akers, Public Liaison/Asst. Director, Ray C. Bliss Institute of Applied Politics
Anne C. Hanson, Director, Community Relations and Engagement

MEETING OF THE PRESIDENTIAL TRANSITION COMMITTEE

Mr. Gingo called the meeting to order at 7 a.m. The Committee adjourned into executive session on a 6-0 vote for the stated purpose of considering the appointment or employment of a public employee pursuant to O.R.C. 121.22(G)(1). The meeting returned to public session at 10 a.m. on a vote of 6-0.

ACTION: Meeting adjourned by consensus at 10 a.m.

Joseph M. Gingo
Chair, Presidential Search Committee

M. Celeste Cook
Secretary, Board of Trustees

October 9, 2019

**THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
SAFETY AND FACILITIES SPECIAL COMMITTEE**

Meeting Minutes
Monday, September 23, 2019
Student Union, Room 339

Committee Members Present:

Lewis W. Adkins, Jr., Committee Chair
Roland H. Bauer
William A. Scala
Taylor A. Bennington
Joseph M. Gingo, ex officio*
*Joined meeting at 2:12 p.m.

Other Trustees Present:

Andrew M. Adolph

Staff Officers of the Board Present:

M. Celeste Cook, Secretary; Vice President and General Counsel

Administrative Officers Present:

Wayne R. Hill, Vice President and Chief of Staff
Nathan J. Mortimer, Vice President, Finance and Administration/Chief Financial Officer
Dr. Rex D. Ramsier, Executive Vice President/Chief Administrative Officer

Others Present:

Chief Kenneth R. Ball, Akron Police Department
Charles A. Brown, Deputy Mayor, Public Safety, City of Akron
Jason Dodson, Of Council, Roetzel & Andress LPA
Maj. Dale E Gooding, Jr., Assistant Chief, University Police Department
James J. Hardy, Assistant to the Mayor, Deputy Mayor for Integrated Development, City of Akron
Robert C. Kropff, Senior Director, Integrated Communication, The University of Akron
Brian Nelson, Chief of Staff to Executive Ilene Shapiro, County of Summit
Matthew J. Schafer, Director, Marketing and Creative Services, The University of Akron
The Hon. Ilene Shapiro, Executive, County of Summit
Dennis Tubbs, Deputy Director, Planning/GIS Division, County of Summit
Chief James P. Weber, University Police Department; Assistant Vice President, Campus Safety

MEETING OF THE SAFETY AND FACILITIES SPECIAL COMMITTEE

Mr. Adkins called the meeting to order at 2:09 p.m. The Committee adjourned into executive session on a 3-0 vote for the stated purpose of considering real estate matters, pursuant to O.R.C. 121.22(G)(2). The meeting returned to public session at 3:39 p.m. on a vote of 4-0.

ACTION: Meeting adjourned by consensus at 3:39 p.m.

Lewis W. Adkins, Jr.
Chair, Safety and Facilities Special Committee

M. Celeste Cook
Secretary, Board of Trustees

October 9, 2019

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of August 14; the Presidential Transition Committee meeting of September 3; and the Safety and Facilities Special Committee meeting of September 23, 2019 be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 9, 2019

October 9, 2019

Board Meeting

Presiding:

William A. Scala

1	Personnel Actions
	Action Items for Consent Agenda Consideration:
2	*Investment Report for the Fiscal Year Ended June 30 2019
3	*Financial Report for the Fiscal Year Ended June 30, 2019
4	*Procurements for More than \$500,000
5	Real Estate a) *Former Ballet Center b) *503 Vine Street c) Property Transaction Authority
6	*Outsourced Chief Investment Officer (OCIO)
7	*Defined Contribution Plans: Administrative and Fiduciary Oversight
8	Naming Opportunities: a) *The Dr. Florence L. Denmark Gallery of Social Change b) *The Lynn Rodeman Metzger Galleries
9	*Cumulative Gift and Grant Income Report for July 1 through August 31, 2019
	For Information Only:
10	Purchases a) \$25,000 to \$500,000 Report b) University P-Cards
11	Capital Projects Report
*	CONSENT AGENDA; ITEMS 2, 3, 4, 5a, 5b, 6, 7, 8a, 8b, 9

October 4, 2019
Committee Meeting

Presiding:

William A. Scala

	For Information Only (continued):
12	Information Technology Report
13	Advancement Report
14	University Communications and Marketing Report
15	Government Relations Report

FINANCE & ADMINISTRATION COMMITTEE

TAB 1

PERSONNEL

SUMMARY REPORT FOR EMPLOYEE PERSONNEL ACTIONS
EMPLOYEE PERSONNEL ACTIONS
EMPLOYEE PERSONNEL ACTIONS ADDENDUM
ORGANIZATIONAL/DEPARTMENT NAME CHANGE
UNCLASSIFIED CLASSIFICATION CHANGES
CLASSIFIED CLASSIFICATION CHANGES

In accordance with University Rules 3359-1-05 and 3359-9-01, adopted December 5, 2018, applicable personnel matters concerning faculty and staff are listed separately in the attached, and are recommended for the action indicated for each individual and to be effective as noted.

Pay grade assigned only to contract professional and unclassified exempt and nonexempt positions.

October 9, 2019

Human Resources

Summary Report of Personnel Actions for Board of Trustees

October 9, 2019

The following information is provided to summarize significant personnel actions contained in the employee personnel actions report and addendum:

Separations – 5

Resignations 3 Total – 1 Faculty, 1 Staff and 1 Contract Professional

Retirements 2 Total – 2 Faculty

Retire/Rehire Actions

University Rule 3359-11-15 provides that current employees can retire from the University and request approval to return to work in the same position for up to one year at a reduced salary of 80 percent.

There is one action of retire rehire to report:

- Schuller, Gary, Professor, Survey and Mapping Technology, College of Applied Science and Technology

At this time, there are three approved retire/rehire agreements in place.

Personnel Actions Subject to University Rule 3359-9-01

University Rule 3359-9-01 provides that special conditions of employment not otherwise included in the routine personnel reports provided at Board meetings, such as financial or other commitments by the University in the amount of ten thousand dollars or more beyond the individual's base salary and regular employee benefits, including but not limited to "start-up" funding for research, multi-year employment terms, provision for automobile, stipend, one-time payments, liquidated damages, deferred compensation, etc., must be made subject to Board approval.

There is one personnel action subject to university rule 3359-9-01 to report:

- Schultz, Mark; Professor of Law, Goodyear Chair Intellectual Property and Director of the Center for Intellectual Property Law and Technology; School of Law – \$10,000 for research, travel and other professional expenses relating to Goodyear Chair appointment.

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
EMPLOYEE PERSONNEL ACTIONS				
Office of the President				
<u>Change</u>				
Hill, Wayne R.	Vice President/Chief of Staff/Office of the President/Contract Professional	08/21/19	\$194,361.00 12 mo	Title change from Vice President/Chief Communications & Marketing Officer
Office of Athletics				
<u>Appointment/Reappointment</u>				
Campbell, Timothy	Director, Strength & Conditioning/Office of Athletics/Contract Professional	07/24/19	\$8,703.00 one time payment	Payment for working men's soccer camps
Hanna, Thomas C.	Head Volleyball Coach/Office of Athletics/Contract Professional	07/24/19	\$1,000.00 one time payment	Payment for American Volleyball Coaches Association team academic award per employment contract
Peresie, Brian	Head Women's Swimming & Diving Coach/Office of Athletics/Contract Professional	07/15/19	\$9,000.00 one time payment	Payment for one US World Championships qualifier (\$2,500.00); one US World University Games qualifier (\$1,500.00); five Scholar Athlete awards (\$5,000.00) per employment contract
Office of Academic Affairs				
<u>Appointment/Reappointment</u>				
Du, Shirong	Lecturer/UA Solutions/Faculty	09/08/19 10/06/19	\$8,160.00 for the period	Additional pay for part-time teaching assignment
Kandray, Daniel E.	Lecturer/UA Solutions/Faculty	08/25/19 12/14/19	\$6,000.00 for the period	Additional pay for part-time teaching assignment
Matyasovsky, Matthew	Senior Institutional Research Information Officer/Institutional Research/Contract Professional	09/30/19	\$77,000.00 12 mo	Appointment
<u>Separation</u>				
Yates, John P.	Executive Director, International Recruitment/The International Center/Contract Professional	08/30/19	\$108,150.00 12 mo	Resignation

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Division of Student Affairs				
<u>Appointment/Reappointment</u>				
Grove, Melinda	Assistant Lecturer/Office of Student Affairs/Faculty	08/26/19 12/22/19	\$1,680.96 fall semester	Additional pay for part-time teaching assignment
McCann, Peggy L.	Senior Lecturer/Student Success Center/Faculty	08/26/19 12/22/19	\$3,296.00 fall semester	Additional pay for part-time teaching assignment
Torgler, William E.	Associate Lecturer/Office of Student Affairs/Faculty	08/26/19 12/22/19	\$1,821.22 fall semester	Additional pay for part-time teaching assignment
Office of Capital Planning & Facilities Management				
<u>Appointment/Reappointment</u>				
Myers, Stephen L.	Interim Chief Planning & Facilities Officer/Capital Planning & Facilities Management/Contract Professional	07/01/19 12/31/19	\$110,313.00 12 mo	Extension of temporary job reclassification
Office of Information Technology Services				
<u>Appointment/Reappointment</u>				
McCumber, David	Cyber Security Analyst/Information Technology Services/Staff	09/09/19	\$3,115.38 biweekly	Appointment
<u>Separation</u>				
Bush, Beverly	Business Intelligence Analyst/Application Systems Services/Staff	08/30/19	\$3,208.84 biweekly	Resignation
Research Administration & Technology Transfer				
<u>Change</u>				
Allen, Philip A.	Interim Director, Research Administration; Professor, Psychology; Senior Fellow, Institute for Life-Span Development & Gerontology/Office of Research Administration/Faculty	08/26/19 06/30/20	\$181,159.00 12 mo	Temporary job reclassification; salary change from \$142,520.00/12 mo; relinquish administrative stipend for Interim Director, Research Administration assignment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Chase, George G.	Interim Director of Research Initiatives; Professor, Chemical, Biomolecular & Corrosion Engineering/Office of Research Administration/Faculty	08/26/19 06/30/20	\$203,976.00 12 mo	Temporary job reclassification; salary change from \$160,471.00/9 mo; basis change from 9 to 12 mo; relinquish additional title and administrative stipend for Interim Director, Research assignment

Buchtel College of Arts & Sciences

Appointment/Reappointment

Barton, Hazel A.	Professor - Summer/Department of Biology/Faculty	08/01/19 08/31/19	\$1,526.25 for the period	Payment for summer administrative duties
Bisconti, Toni L.	Associate Professor - Summer/Psychology/Faculty	07/15/19 08/18/19	\$8,200.00 summer session	Payment for summer teaching
Blackledge, Todd A.	Professor, Biology/Department of Biology/Faculty (BUF)	05/15/19 05/16/19	\$312.50 one time payment \$1,015.63 one time payment	Payment for work at Biomimicry Research and Innovation Center as subject matter expert Payment for work at Biomimicry Research and Innovation Center as subject matter expert
Boika, Aliaksei	Assistant Professor - Summer/Department of Chemistry/Faculty	08/01/19 08/31/19	\$8,396.07 for the period	Payment for grant-funded summer research
Buldum, Alper	Professor - Summer/Department of Chemistry/Faculty	07/15/19 08/18/19	\$8,550.00 summer session	Payment for summer teaching
Chura, Patrick J.	Professor - Summer/Department of English/Faculty	07/15/19 08/18/19	\$7,980.00 summer session	Payment for summer teaching
Donovan, William J.	Associate Professor - Summer/Department of Chemistry/Faculty	07/15/19 08/18/19	\$12,300.00 summer session	Payment for summer teaching
Duff, Robert J.	Professor, Biology; Director, Integrated Bioscience Program/Department of Biology/Faculty (BUF)	08/26/19 05/17/20	\$4,500.00 9 mo (stipend)	Temporary additional title and administrative stipend for Director assignment; base salary is \$89,421.00/9 mo
Elicker, Joelle D.	Associate Professor - Summer/Psychology/Faculty	07/15/19 08/18/19	\$8,200.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Felley, Kathryn M.	Associate Professor - Summer/Department of Sociology/Faculty	07/15/19 08/18/19	\$6,150.00 summer session	Payment for summer teaching
Hixson, Walter L.	Distinguished Professor - Summer/Department of History/Faculty	07/15/19 08/18/19	\$10,431.00 summer session	Payment for summer teaching
		07/15/19 08/18/19	\$4,731.00 summer session	Payment for summer teaching
Kaut, Kevin P.	Professor - Summer/Psychology/ Faculty	07/15/19 08/18/19	\$228.00 summer session	Payment for summer teaching
Lashbrook, Laurie E.	Associate Professor - Summer/School of Music/Faculty	07/15/19 08/18/19	\$6,150.00 summer session	Payment for summer teaching
Lin, Yang Y.	Professor - Summer/School of Communication/Faculty	07/15/19 08/18/19	\$17,100.00 summer session	Payment for summer teaching
Modarelli, David A.	Professor - Summer/Department of Chemistry/Faculty	07/01/19 07/07/19	\$1,800.00 for the period	Payment for summer research
Niewiarowski, Peter H.	Professor, Biology/Department of Biology/Faculty (BUF)	04/08/19	\$781.26 one time payment	Payment for work at Biomimicry Research and Innovation Center as subject matter expert
	Professor - Summer/Department of Biology/Faculty	07/15/19 08/18/19	\$11,400.00 summer session	Payment for summer teaching
		08/18/19	\$10,000.00 one time payment	Payment for summer research with the Biomimicry Research and Innovation Center
Sheng, Michael M.	Professor - Summer/Department of History/Faculty	07/15/19 08/18/19	\$10,431.00 summer session	Payment for summer teaching
Snell, Andrea F.	Associate Professor - Summer/Psychology/Faculty	07/15/19 08/18/19	\$8,200.00 summer session	Payment for summer teaching
Sotnak, Eric	Associate Professor - Summer/Department of Philosophy/Faculty	07/15/19 08/18/19	\$6,150.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Stakleff, Simon	NMR System Engineer/Department of Chemistry/Staff	08/01/19 06/30/20	\$153.85 biweekly (stipend)	Temporary administrative stipend for continuation of additional job duties in the Magnetic Resonance Center; base salary is \$3,619.60/biweekly
Tokar, David M.	Professor - Summer/Psychology/Faculty	07/15/19 08/18/19	\$8,759.00 summer session	Payment for grant-funded summer research
Wesdemiotis, Chrys	Distinguished Professor - Summer/Department of Chemistry/Faculty	08/05/19 08/18/19	\$7,969.90 for the period	Payment for grant-funded summer research
Wilson, Gregory	Professor - Summer/Department of History/Faculty	07/15/19 08/18/19	\$11,400.00 summer session	Payment for summer teaching

Separation

Barrett, Linda R.	Associate Professor, Geosciences/Department of Geosciences/Faculty (BUF)	05/31/20	\$84,785.00 9 mo	Retirement; participating in Voluntary Separation or Retirement Program
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College of Business Administration

Appointment/Reappointment

Calderon, Thomas G.	Professor - Summer/George W. Daverio School of Accountancy/Faculty	07/15/19 08/18/19	\$14,962.50 summer session	Payment for summer teaching
Conrad, Edward J.	Associate Professor - Summer/George W. Daverio School of Accountancy/Faculty	07/15/19 08/18/19	\$10,147.50 summer session	Payment for summer teaching
Djuric, Vanja	Assistant Professor of Practice - Summer/Department of Marketing/Faculty (BUF)	07/15/19 08/18/19	\$7,906.25 summer session	Payment for summer teaching
Gehani, R. Ray	Associate Professor - Summer/Department of Management/Faculty	07/15/19 08/18/19	\$6,150.00 summer session	Payment for summer teaching
Gerber, Lissia K.	Associate Lecturer/Department of Management/Faculty	08/26/19 12/22/19	\$2,943.78 fall semester	Additional pay for part-time teaching assignment
Renna, Francesco	Associate Professor - Summer/Department of Economics/Faculty	07/15/19 08/18/19	\$6,150.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Leave</u>				
Hinchliffe, Sarah A.	Assistant Professor, Accounting/George W. Daverio School of Accountancy/Faculty (BUF)	08/26/19 05/17/20	\$137,378.00 9 mo	100% leave without compensation

LeBron James Family Foundation College of Education

Appointment/Reappointment

Broadway, Francis S.	Professor - Summer/Department of Curricular & Instructional Studies/Faculty	07/15/19 08/18/19	\$7,980.00 summer session	Payment for summer teaching
Lenhart, Lisa A.	Professor - Summer/Department of Curricular & Instructional Studies/Faculty	06/29/19	\$5,000.00 one time payment	Payment for grant-funded research
Mudrey-Camino, Renee	Associate Professor - Summer/Department of Educational Foundations & Leadership/Faculty	07/15/19 08/18/19	\$6,150.00 summer session	Payment for summer teaching
Vakil, Shernavaz	Professor - Summer/Department of Curricular & Instructional Studies/Faculty	07/15/19 08/18/19	\$570.00 summer session	Payment for summer teaching

College of Engineering

Appointment/Reappointment

Abbas, Ala R.	Professor - Summer/Department of Civil Engineering/Faculty	07/01/19 07/31/19	\$13,599.72 for the period	Payment for grant-funded summer research
Gao, Xiaosheng	Professor, Mechanical Engineering; Associate Chair, Graduate Studies/Department of Mechanical Engineering/Faculty (BUF)	08/26/19 05/22/20	\$2,500.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Associate Chair assignment; base salary is \$117,641.00/9 mo
Gupta, Rajeev K.	Assistant Professor - Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty	08/01/19 08/24/19	\$7,883.75 for the period	Payment for grant-funded summer research
Ju, Lu-Kwang	Distinguished Professor - Summer/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty	07/01/19 07/31/19	\$21,908.00 for the period	Payment for grant-funded summer research

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Kannan, Manigandan	Visiting Associate Professor of Engineering Practice/Department of Mechanical Engineering/Faculty	08/26/19 09/01/19	\$294.12 for the period	Additional pay for part-time teaching assignment
Luo, Zhe J.	Assistant Professor - Summer/Department of Mechanical Engineering/Faculty	08/01/19 08/25/19	\$7,849.77 for the period	Payment for start-up funded research
Mahajan, Ajay M.	Professor - Summer/Department of Mechanical Engineering/Faculty	07/29/19 08/11/19	\$7,935.00 for the period	Payment for reimbursed research time
		08/12/19 08/18/19	\$2,865.00 for the period	Payment for grant-funded summer research
Makki, Nidaa	Associate Professor - Summer/Department of Civil Engineering/Faculty	08/13/19 08/20/19	\$1,957.00 for the period	Payment for grant-funded summer research
Martinez Bastidas, David	Associate Professor, Chemical, Biomolecular & Corrosion Engineering/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty	05/13/19 05/19/19	\$1,600.00 for the period	Additional pay for part-time grant-funded research assignment
		05/15/19 05/20/19	\$1,995.00 for the period	Additional pay for part-time grant-funded research assignment
Patnaik, Anil	Professor - Summer/Department of Civil Engineering/Faculty	07/22/19 08/25/19	\$16,052.30 for the period	Payment for reimbursed research time
Sastry, Shivakumar	Professor - Summer/Department of Electrical & Computer Engineering/Faculty	07/30/19 08/25/19	\$14,250.00 for the period	Payment for grant-funded Director of Strategic Initiatives duties
Sawyer, Scott D.	Associate Professor, Mechanical Engineering; Associate Chair, Undergraduate Studies/Department of Mechanical Engineering/Faculty (BUF)	08/26/19 05/17/20	\$2,500.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Associate Chair assignment; title change from Associate Director, Undergraduate Studies; base salary is \$96,983.00/9 mo
Wong, Shing-Chung J.	Professor - Summer/Department of Mechanical Engineering/Faculty	08/05/19 08/25/19	\$7,194.00 for the period	Payment for grant-funded summer research

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Ye, Chang C.	Assistant Professor - Summer/Department of Mechanical Engineering/Faculty	07/03/19 07/24/19	\$7,256.00 for the period	Payment for grant-funded summer research

Change

Shiller, Paul J.	Research Assistant Professor, Civil Engineering/Department of Civil Engineering/Faculty	06/01/19 08/31/19	\$100,997.00 12 mo	Amend action approved at June 12, 2019 Board of Trustees meeting; date change from 06/01/19-08/29/20
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College of Health Professions

Appointment/Reappointment

Campbell, Timothy	Assistant Lecturer/Department of Sport Science & Wellness Education/Faculty	08/26/19 12/22/19	\$2,006.25 fall semester	Additional pay for part-time teaching assignment
Dickie, Jill L.	Professor - Summer/School of Social Work/Faculty	07/15/19 08/18/19	\$8,550.00 summer session	Payment for summer teaching
	Professor, Social Work/School of Social Work/Faculty (BUF)	08/26/19 05/17/20	\$9,120.00 9 mo (stipend)	Extension of temporary stipend for teaching 30 load hours; base salary is \$89,522.00/9 mo
Haas, Marc	Assistant Professor/Division of Allied Health Technology/Faculty	08/26/19 05/17/20	\$7,680.00 9 mo (stipend)	Extension of temporary stipend for teaching 30 load hours; base salary is \$73,097.00/9 mo
Juravich, Matthew	Associate Professor - Summer/Department of Sport Science & Wellness Education/Faculty	07/15/19 08/18/19	\$8,200.00 summer session	Payment for summer teaching
Kornspan, Alan S.	Professor - Summer/Department of Sport Science & Wellness Education/Faculty	07/15/19 08/18/19	\$3,562.50 summer session	Payment for summer teaching
Lee, Seungbum	Associate Professor - Summer/Department of Sport Science & Wellness Education/Faculty	07/15/19 08/18/19	\$6,355.00 summer session	Payment for summer teaching
Otterstetter, Ronald	Professor - Summer/Department of Sport Science & Wellness Education/Faculty	07/15/19 08/18/19	\$8,550.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Owen, Cheryl L.	Professor of Instruction - Summer/School of Nursing/Faculty	07/15/19 08/18/19	\$10,725.00 summer session	Payment for summer teaching
Owens, Delila	Associate Professor - Summer/School of Counseling/Faculty	07/15/19 08/18/19	\$6,150.00 summer session	Payment for summer teaching
Patton, Rikki A.	Associate Professor - Summer/School of Counseling/Faculty	07/15/19 08/18/19	\$6,150.00 summer session	Payment for summer teaching
Pinheiro, Victor E.	Professor - Summer/Department of Sport Science & Wellness Education/Faculty	07/01/19 07/31/19	\$1,909.50 for the period	Payment for initial online teaching
		07/15/19 08/18/19	\$5,700.00 summer session	Payment for summer teaching
Scotto, Carol J.	Associate Professor - Summer/School of Nursing/Faculty	07/15/19 08/18/19	\$6,150.00 summer session	Payment for summer teaching
Shanks, Linda C.	Associate Professor - Summer/School of Nursing/Faculty	07/15/19 08/18/19	\$8,200.00 summer session	Payment for summer teaching
Sigal Papp, Kathern L.	Senior Lecturer/School of Speech- Language Pathology & Audiology/Faculty	08/26/19 12/22/19	\$5,042.88 fall semester	Additional pay for part-time teaching assignment
Wissmar, Carrie	Associate Professor of Instruction - Summer/School of Nursing/Faculty (BUF)	07/15/19 08/18/19	\$10,500.00 summer session	Payment for summer teaching
Zhao, Baomei	Associate Professor - Summer/School of Social Work/Faculty	07/15/19 08/18/19	\$5,125.00 summer session	Payment for summer teaching

Williams Honors College

Appointment/Reappointment

Brown, Robyn K.	Special Lecturer/Williams Honors College, Office of the Dean/Faculty	08/26/19 12/22/19	\$3,000.00 fall semester	Additional pay for part-time teaching assignment
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
School of Law				
<u>Appointment/Reappointment</u>				
Benedict O'Brien, Alisa N.	Senior Lecturer/Law - Instruction/Faculty	08/26/19 12/22/19	\$5,253.00 fall semester	Additional pay for part-time teaching assignment
<u>Change</u>				
Cravens, Sarah	Professor - Summer/Law - Instruction/Faculty	07/29/19 08/25/19	\$8,000.00 for the period	Amend action approved at June 12, 2019 Board of Trustees meeting; date change from 07/29/19-08/11/19
College of Polymer Science & Polymer Engineering				
<u>Appointment/Reappointment</u>				
Eagan, James	Assistant Professor - Summer/Department of Polymer Science/Faculty	07/29/19 08/25/19	\$8,729.73 for the period	Payment for start-up funded research
Gong, Xiong	Professor - Summer/Department of Polymer Engineering/Faculty	05/13/19 06/02/19	\$13,468.86 for the period	Payment for grant-funded summer research
Jia, Li	Associate Professor - Summer/Department of Polymer Science/Faculty	07/29/19 08/24/19	\$11,831.25 for the period	Payment for grant-funded summer research
	Professor, Polymer Science; Professor, Chemistry/Department of Polymer Science/Faculty (BUF)	08/26/19 08/27/22	\$136,191.00 9 mo	Extension of joint appointment with Polymer Science (primary) and Chemistry (secondary)
Liu, Chunming	Assistant Professor - Summer/Department of Polymer Science/Faculty	07/29/19 08/25/19	\$8,545.95 for the period	Payment for start-up funded research
McKenzie, Ruel	Assistant Professor - Summer/Department of Polymer Engineering/Faculty	07/01/19 07/30/19	\$11,059.46 for the period	Payment for start-up funded research
<u>Change</u>				
Soucek, Mark	Professor - Summer/Department of Polymer Engineering/Faculty	06/03/19 06/30/19	\$15,427.10 for the period	Amend action approved at August 14, 2019 Board of Trustees meeting; date change from 06/03/19-07/21/19; salary change from \$23,912.00/for the period

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Vogt, Bryan D.	Professor, Polymer Engineering/Department of Polymer Engineering/Faculty (BUF)	08/14/19	\$145,191.00 9 mo	Amend action approved at August 14, 2019 Board of Trustees meeting; resignation date change from 07/20/19

Separation

Zacharia, Nicole	Associate Professor, Polymer Engineering/Department of Polymer Engineering/Faculty (BUF)	08/20/19	\$112,197.00 9 mo	Resignation
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College of Applied Science & Technology

Appointment/Reappointment

Belcher, Marcia C.	Professor, Construction Engineering Technology/Division of Engineering & Science Technology/Faculty (BUF)	08/26/19	\$9,420.00	Extension of temporary stipend for teaching 30 load hours; base salary is \$88,493.00/9 mo
		05/17/20	9 mo (stipend)	
		08/26/19	\$3,500.00	Temporary administrative stipend for Tremco project duties; base salary is \$88,493.00/9 mo
		05/17/20	9 mo (stipend)	
Chernikova, Irina A.	Professor, Technical Mathematics/Department of Applied General & Technical Studies/Faculty (BUF)	08/26/19	\$9,420.00	Extension of temporary stipend for teaching 30 load hours; base salary is \$81,879.00/9 mo
		05/17/20	9 mo (stipend)	
Du, Shirong	Associate Professor - Summer/Division of Business & Information Technology/Faculty	07/15/19	\$3,075.00	Payment for summer teaching
		08/18/19	summer session	
	Associate Professor, Computer Information Systems/Division of Business & Information Technology/Faculty (BUF)	08/26/19	\$7,920.00	Extension of temporary stipend for teaching 30 load hours; base salary is \$75,860.00/9 mo
		05/17/20	9 mo (stipend)	
Farooqi, Zarreen	Professor - Summer/Division of Business & Information Technology/Faculty	07/15/19	\$8,550.00	Payment for summer teaching
		08/18/19	summer session	
	Professor, Computer Information Technology/Division of Business & Information Technology/Faculty (BUF)	08/26/19	\$9,420.00	Extension of temporary stipend for teaching 30 load hours; base salary is \$86,713.00/9 mo
		05/17/20	9 mo (stipend)	

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Feerasta, Jamal	Professor - Summer/Division of Business & Information Technology/Faculty	07/15/19 08/18/19	\$8,550.00 summer session	Payment for summer teaching
	Professor, Hospitality Management/Division of Business & Information Technology/Faculty (BUF)	08/26/19 05/17/20	\$9,420.00 9 mo (stipend)	Extension of temporary stipend for teaching 30 load hours; base salary is \$84,006.00/9 mo
Feldt, Kevin M.	Professor, Marketing & Sales Technology/Division of Business & Information Technology/Faculty (BUF)	08/26/19 05/17/20	\$9,420.00 9 mo (stipend)	Extension of temporary stipend for teaching 30 load hours; base salary is \$86,006.00/9 mo
Herold, Kelly M.	Assistant Dean, College of Applied Science & Technology/College of Applied Science & Technology, Office of the Dean/Contract Professional	07/01/19 09/29/19	\$15,000.00 12 mo (stipend)	Extension of temporary grant-funded administrative stipend for Co-Chief Administrator/Key Contact duties; base salary is \$113,290.00/12 mo
Willett, Stacy L.	Professor, Emergency Management/Disaster Science & Emergency Services/Faculty (BUF)	08/26/19 05/17/20	\$9,420.00 9 mo (stipend)	Extension of temporary stipend for teaching 30 load hours; base salary is \$93,297.00/9 mo

Change

Carpenter, Wesley A.	Assistant Professor - Summer/Division of Engineering & Science Technology/Faculty	06/10/19 08/04/19	\$16,862.50 summer session	Amend action approved at August 14, 2019 Board of Trustees meeting; title change from Visiting Assistant Professor of Practice - Summer; salary change from \$10,250.00/summer session
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Wayne College

Appointment/Reappointment

Howley, Heather A.	Associate Professor - Summer/General Studies: Effective Oral Communication-Wayne College/Faculty	07/15/19 08/18/19	\$5,125.00 summer session	Payment for summer teaching
Woods, Douglas B.	Associate Professor - Summer/Accounting-Wayne College/Faculty	07/15/19 08/18/19	\$2,562.50 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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EMPLOYEE PERSONNEL ACTIONS ADDENDUM

Office of Human Resources

Appointment/Reappointment

Hannon, Tami Z.	Director, Equal Employment Opportunity/Affirmative Action; Interim Deputy Title IX Coordinator/Human Resources/Contract Professional	09/16/19	\$82,500.00 12 mo	Successful internal applicant; salary adjustment from \$67,000.00/12 mo; title change from Interim Director, Equal Employment Opportunity/Affirmative Action; grade change from 121 to 123
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School of Law

Appointment/Reappointment

Schultz, Mark	Professor, Law; Goodyear Chair in Intellectual Property; Director of the Center for Intellectual Property Law & Technology/Law - Instruction/Faculty	12/16/19	\$145,000.00	Appointment vice M. Wilson; \$10,000.00 for research, travel and other professional expenses relating to Goodyear Chair appointment
		12/16/19 06/30/20	\$30,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Goodyear Chair assignment
		12/16/19 12/31/22	\$10,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Director assignment

College of Applied Science & Technology

Appointment/Reappointment

Schuller, Gary A.	Professor, Surveying & Mapping Technology/Division of Engineering & Science Technology/Faculty	08/24/20	\$67,324.00 9 mo	Rehire in accordance with reemployment agreement for retirees at 80% of current salary
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Separation

Schuller, Gary A.	Professor, Surveying & Mapping Technology/Division of Engineering & Science Technology/Faculty (BUF)	05/31/20	\$84,155.00 9 mo	Retirement
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THE UNIVERSITY OF AKRON
Organizational/Department Name Change

In accordance with rule 3359-2-02, the following recommendations for changes are noted for approval by the Board of Trustees, and upon approval, the Secretary of the Board of Trustees is authorized to effect appropriate changes in rules of the Board of Trustees to reflect these changes in titles, reporting or organizations relationships, or other such designations or changes:

Effective date: August 14, 2019

FROM: Division of Student Success
TO: Division of Student Affairs

THE UNIVERSITY OF AKRON

In accordance with rule 3359-25-07, the following recommendations for Unclassified Staff
Classification changes are noted as follows:

GRADE	JOB CODE	TITLE	FLSA	REMOVE	EFFECTIVE
120	22126	Staff Internal Auditor	Exempt		6/1/2019
120	22208	Asst Mgr Accounts Payable	Exempt		9/10/2019
999	24535	VP/Chief of Staff	Exempt		8/21/2019
125	24554	Assoc Dir Off Res Admin	Exempt		8/29/2019
121	25103	Mechanical Engineer	Exempt		4/29/2019
122	27665	Prog Dir COF Rec & Retention	Exempt		8/22/2016
123	27665	Dir COF & Collegiate Success	Exempt		7/1/2019
119	27670	Recruiter & Retention Coord	Exempt		7/1/2019
122	27782	Assoc Dir COF & Col Success	Exempt		7/1/2019
119	27787	Coord Acad Supp Svcs -Bball	Exempt		7/19/2019
121	27788	Asst Dir Collegiate Success	Exempt		7/1/2019
120	27789	Retention Coord & Wrkfce Dev	Exempt		7/1/2019
120	27790	Sr Recruiter & Retention Coord	Exempt		7/1/2019
119	28183	Coord Inst Leadership Advance	Exempt		8/23/2019
120	28605	Mgr Marketing PAH	Exempt		9/18/2019
120	28751	Mgr UA Solutions	Exempt		7/1/2019
121	28794	Asst Prog Dir UB Math & Sci	Exempt		9/18/2019
119	29242	Athletics Learning Specialist	Exempt		9/3/2019
999	29306	Academic Intern	Non-exempt		7/19/2019
999	29787	Instructor-Fire Academy	Non-exempt		7/1/2019
999	29788	Instructor-Police Academy	Non-exempt		7/1/2019

THE UNIVERSITY OF AKRON

In accordance with rule 3359-25-06, the following recommendations for Classified Staff
Classification changes are noted as follows:

GRADE	JOB CODE	TITLE	FLSA	REMOVE	EFFECTIVE
119	41226	Mgr Admin Svcs-UA Solutions	Non-exempt		6/1/19
119	41343	Coord Admin Svcs-Educ	Non-exempt		7/1/19
118	43361	Web Development Spec-WC	Non-exempt		7/1/19

Guide to Terminology Used in Personnel Reports

Term	Definition/Explanation
Adjunct Appointment	Appointment to a full-time or part-time position, normally without pay. Individuals in this category are affiliated with the University for a specific purpose usually involving academic research/teaching. Appointment provides the individual with access to University systems/services as determined by the department/college.
Appointment	New hire of an individual to an approved Faculty, Contract Professional or Staff position. The appointment can be full-time or part-time, temporary or regular.
Department/School Chair	Faculty member appointed to provide leadership to an academic department or school within a college. Department/School Chair appointments normally cover the entire academic year (12-month appointment). A Faculty member's salary will be converted from 9-month to 12-month status using an approved formula to reflect the additional time worked. A stipend (currently calculated as 1/11 th of the converted salary) is awarded for assuming the additional responsibilities of a Department/School Chair. 1/10 th of the stipend is converted to base each year that the individual serves as a Department/School Chair.
Discharge	Involuntary termination of appointment.
Job Audit/Reclassification	Under University Rule 3359-25-10 the University may initiate audits and reviews of positions and classifications within the approved University Classified (3359-25-06) and Unclassified (3359-25-07) classification plans. In addition, employees may submit a request to determine if their current position is appropriately classified. The employee submits a Position Description Audit Questionnaire (PDAQ) to their immediate supervisor to initiate the job audit process. The immediate supervisor and second level supervisor are required to review and approve the information submitted on the PDAQ. Once the PDAQ is approved, it is submitted to the Classification Unit in Talent Development & Human Resources. The Classification Unit will review the PDAQ and determine if the position is appropriately classified or not. If the Classification Unit determines that the position is not classified correctly, it will provide a recommendation to change the classification. The recommendation will be reviewed and approved by the employee's management up to and including the appropriate Vice President. The approved recommendation will then be submitted to the University's Board of Trustees for approval.

Leave Without Compensation	If an employee is unable to work due to a documented medical condition or for other approved reasons and they have exhausted all accrued sick leave, vacation leave and compensatory time that they are entitled to use, the employee may continue their approved absence from work without pay and will retain status as a University employee.
Market Increase	The Classification unit in Talent Development & Human Resources will, upon request from a dean or vice president, conduct a market evaluation of a position or positions to determine if the University is providing an appropriate level of compensation. If it is determined that the current level of compensation is below the established market, a recommendation will be made to adjust the current level of compensation.
Merit Increase	Increase in pay granted for meeting established performance criteria.
Non-Renewal	Separation of employment of a Contract Professional employee without cause in accordance with the requirements established in University Rule 3359-22-01. The University is required to provide notice in writing to the affected Contract Professional employee. If the individual has two years or less service with the University, they will receive three months' notice. If the individual has more than two years of service, six months' notice is required.
Offline Salary Adjustment	Increase in salary that occurs outside of annual salary review process. Recommendations for offline salary adjustments are submitted by the appropriate Vice President to Talent Development & Human Resources for review and approval. Offline salary adjustments are normally recommended when specific market (internal or external) or equity (internal) issues exist with an individual's salary. Offline increases may also be recommended as a result of a reorganization involving a change in responsibilities.
Probationary Removal	Classified civil service employees are required to serve and successfully complete a probationary period following any initial appointment into a classified civil service position. If an employee's service is found to be unsatisfactory, the employee may be removed from the position at any time during the probationary period. The length of the probationary period is 120 days for classified civil service employees/CWA bargaining-unit employees and one year for Police Officers in the FOP bargaining unit. A probationary classified civil service employee duly removed for unsatisfactory service does not have the right to appeal the removal to the State Personnel Board of Review. A probationary bargaining unit employee is not permitted to appeal the removal decision under the terms of the collective bargaining agreements.

Promotion	The movement of an employee from one position to another budgeted position at a higher classification and pay range; or a higher salary where a pay range does not exist. The former position becomes vacant.
Resignation	A voluntary termination of employment.
Salary Basis Change	A change in appointment status for an employee, 12-month to 9-month or vice-versa.
Status Change	A change in pay group, job family or job function.
Stipend	Contract Professional and non-bargaining unit staff employees may receive a temporary stipend for substantial increases in responsibility for activities outside of the normal scope of the employee's assigned classification (University Rule 3359-11-12.1). Full-time Faculty may receive a stipend for primarily administrative functions requiring substantial increases in responsibility and for activities not included in the ordinary load of teaching, research, and professional service for full-time faculty (University Rule 3359-11-12).
Supplemental	Additional compensation provided for completion of assigned job responsibilities.
Temporary Appointment	An appointment for a limited period of time with a specific beginning and ending date.
Tenure Change	A change to the date for tenure eligibility for a full-time faculty member in a tenure-track position.
Title Change	An employee remains in their budgeted position, but the title changes and there may be an increase in salary. No vacancy is created by the move.
Transfer	Lateral move of an employee from one department to another department, where the employee stays in the same classification.
Training/Apprenticeship	The Collective Bargaining Agreement between the University and the Communication Workers of America contains language in Addendum A that authorizes the Office of Talent Development & Human Resources to develop and administer a Job Enrichment and Apprenticeship Program for CWA bargaining-unit employees. Employees selected to participate in the program are given an opportunity to expand their knowledge and skills. In return, these employees are provided with an increase in pay to reflect the expanded knowledge/skill set that they have developed. All increases in pay are awarded in accordance with approved Wage Progression Schedule.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Gary L. Miller, dated October 9, 2019, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

M. Celeste Cook, Secretary
Board of Trustees

October 9, 2019

FINANCE & ADMINISTRATION COMMITTEE

TAB 2

INVESTMENT REPORT FOR THE FISCAL YEAR ENDED JUNE 30, 2019



**The University of Akron
Investment Report
For the Fiscal Year Ended June 30, 2019**

SUMMARY

OPERATING FUNDS

The Operating Funds totaled \$209.4 million at June 30, 2019 and posted a blended rate of return (ROR) of 3.8 percent, or \$8.7 million, for the fiscal year ended June 30, 2019 – refer to Exhibit 4 for historic Operating Investment balances.

Cash and Fixed Income

PFM and JPMorgan Chase each manage a portion of the Cash and Equivalents portfolio, while PFM also manages the Short- and Intermediate-Term Fixed Income Investments portfolios.

During March 2018, the University established an escrow account with PNC. That escrow holds cash that is used to fund the University's Voluntary Retirement Incentive Program's defined contribution plan.

Cash and Fixed Income portfolios totaled \$149.6 million at June 30, 2019. The Cash and Fixed Income portfolios achieved an overall twelve month ROR of 4.5 percent, or \$6.3 million [\$161 million average quarterly balance] – refer to Exhibit 1 for the detail regarding performance.

Long-Term

The Long-Term investments managed by Legacy totaled \$59.8 million at June 30, 2019 achieved an overall twelve month ROR of 4.1 percent, or \$2.3 million [\$57.3 million average quarterly balance] compared to benchmark of 5.3 percent – refer to Exhibit 1 for the detail regarding performance.

The operating funds are within the University's prescribed asset allocation requirements at June 30, 2019 and, we have no reason to believe those compliance requirements were not maintained throughout the quarter – refer to Exhibits 2 and 3 for the detail regarding compliance.

ENDOWMENTS

The Endowments totaled \$69.6 million at June 30, 2019 and posted a blended ROR of 2.3 percent, or \$1.7 million, for the fiscal year ended June 30, 2019.

The June 30, 2019 market value increased \$0.8 million from June 30, 2018. The largest contributors to that change were Endowment Distributions of (\$2.9 million), offset by gifts of \$2.3 million – refer to Exhibit 7 for the detail regarding components of change and Exhibit 8 for historic Investment balances.

Pooled

The Pooled Endowment totaled \$62.7 million at June 30, 2019, managed by Cambridge, and achieved an overall twelve month ROR of 1.8 percent, or \$1.3 million [\$61.1 million average quarterly balance] compared to the policy benchmark of 4.9 percent – refer to Exhibit 5 for the detail regarding performance.

Of Cambridge's portfolio, Vanguard REIT Index ETF achieved the highest twelve month ROR at 12 percent [\$2.2 million balance at June 30], while the Victory Global Natural Resources posted the lowest ROR at negative (52.6 percent) [\$1.6 million balance at June 30].

These funds are within the University's prescribed asset allocation requirements at June 30, 2019 and, we have no reason to believe those compliance requirements were not maintained throughout the quarter – refer to Exhibit 6 for the detail regarding compliance.

Separately Invested

The Separately Invested Endowments totaled \$6.9 million at June 30, 2019, are invested in accord with donor stipulations, and posted a blended twelve month ROR of 5.9 percent, or \$0.4 million [\$6.7 million average quarterly balance].

The highest ROR for the fiscal year ended June 30 was the ORSP portfolio, invested at PNC Bank, at 7 percent on market value of \$2.8 million at June 30. The lowest ROR for the fiscal year ended June 30 was the Constitutional Law endowment, invested at Key Bank, at 2.7 percent on market value of \$1 million at June 30 – refer to Exhibit 5 for the detail regarding performance.

These funds are separately invested for a number of reasons and do not have uniform prescribed asset allocation requirements.

Operating Funds

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Fiscal Year Ended June 30, 2019

Net Rates of Return for the Periods Ended June 30, 2019

Exhibit 1

● At or Above Benchmark

● < 100 Basis Pts Below Benchmark

● > 100 Basis Pts Below Benchmark

Portfolio/Advisor	Market Value	Net Rates of Return									
		Quarter ROR/Benchmark		Six Months ROR/Benchmark		One Year ROR/Benchmark		Two Years ROR/Benchmark		Three Years ROR/Benchmark	
Cash and Cash Equivalents / PFM, PNC & JPMC Merrill Lynch 3 Month Treasury Index	\$ 43,076,000	0.6%	●	1.2%	●	2.2%	●	1.8%	●	1.4%	●
		0.6%		1.2%		2.3%		1.8%		1.4%	
Short-Term Fixed Income / PFM Merrill Lynch 1-3 Year Treasury/Agency Index	49,644,000	1.4%	●	2.7%	●	4.2%	●	2.3%	●	1.6%	●
		1.4%		2.4%		4.0%		2.0%		1.3%	
Intermediate-Term Fixed Income / PFM Merrill Lynch 1-10 Year Treasury/Agency Index	56,890,000	2.2%	●	4.3%	●	6.2%	●	2.8%	●	1.7%	●
		2.3%		3.9%		6.1%		2.6%		1.4%	
SUBTOTAL - PFM, PNC & JPMC Managed Portfolios	\$ 149,610,000	1.5%		2.9%		4.5%		2.5%		1.7%	
Long-Term / Legacy Policy Balanced Index (65/35)	59,811,000	3.7%	●	13.3%	●	4.1%	●	5.8%	●	8.9%	●
		3.1%		12.6%		5.3%		6.9%		8.7%	
TOTAL OPERATING FUNDS	\$ 209,421,000	2.0%		5.3%		3.8%		3.0%		3.3%	

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Fiscal Year Ended June 30, 2019

Operating Funds Policy Compliance: Asset Allocation at June 30, 2019

Exhibit 2

- Compliant
- Noncompliant

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Cash and Cash Equivalents	10-80%	25%	21%	●
Short-Term Fixed Income	20-65%	25%	24%	●
Intermediate-Term Fixed Income	0-45%	35%	27%	●
Long-Term	0-35%	15%	28%	●
<i>Large Cap</i>	20-30%	25%	30%	●
<i>Small/Mid Cap</i>	10-20%	15%	12%	●
<i>International</i>	15-25%	20%	21%	●
<i>Alternative</i>	10-20%	15%	14%	●
<i>Fixed Income</i>	15-25%	20%	22%	●
<i>Cash</i>	0-10%	5%	1%	●

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Fiscal Year Ended June 30, 2019

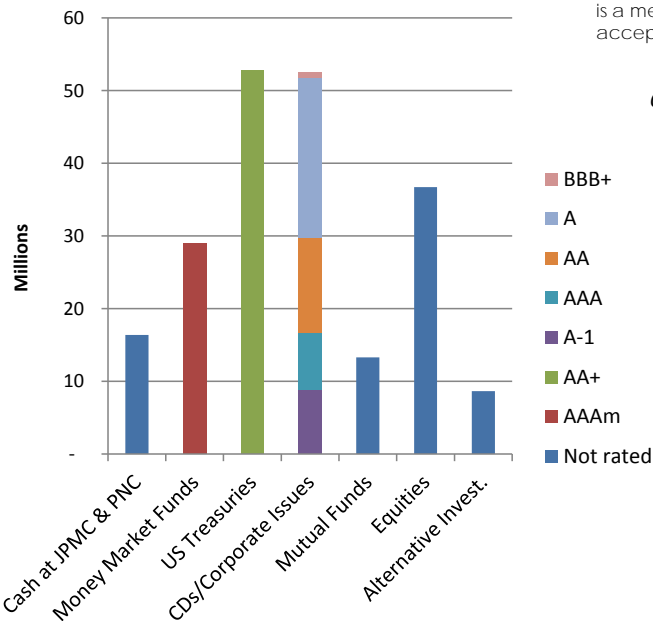
State Compliance: Portfolio Composition and Credit Quality

Exhibit 3

- Compliant
- Noncompliant

Section 3345.05 of the *Ohio Revised Code* states:

A stipulation that investment of at least 25% of the average amount of the investment portfolio over the course of the previous fiscal year be invested in securities of the U.S. Government or its agencies or instrumentalities, the treasurer of state's pooled investment program, obligations of the State or any political subdivision of the State, certificates of deposit of any national bank located in the State, written repurchase agreements with any eligible Ohio financial institution that is a member of the federal reserve system or federal home loan bank, money market funds [MMFs], or bankers acceptances maturing in 270 days or less which are eligible for purchase by the federal reserve system, as a reserve.



Ohio Revised Code §3345.05 Compliance

	Market Value	Actual Allocation	Compliance Indicator
Cash, MMFs, US Treas, Negotiable CDs:	\$ 107,126,000	51%	●

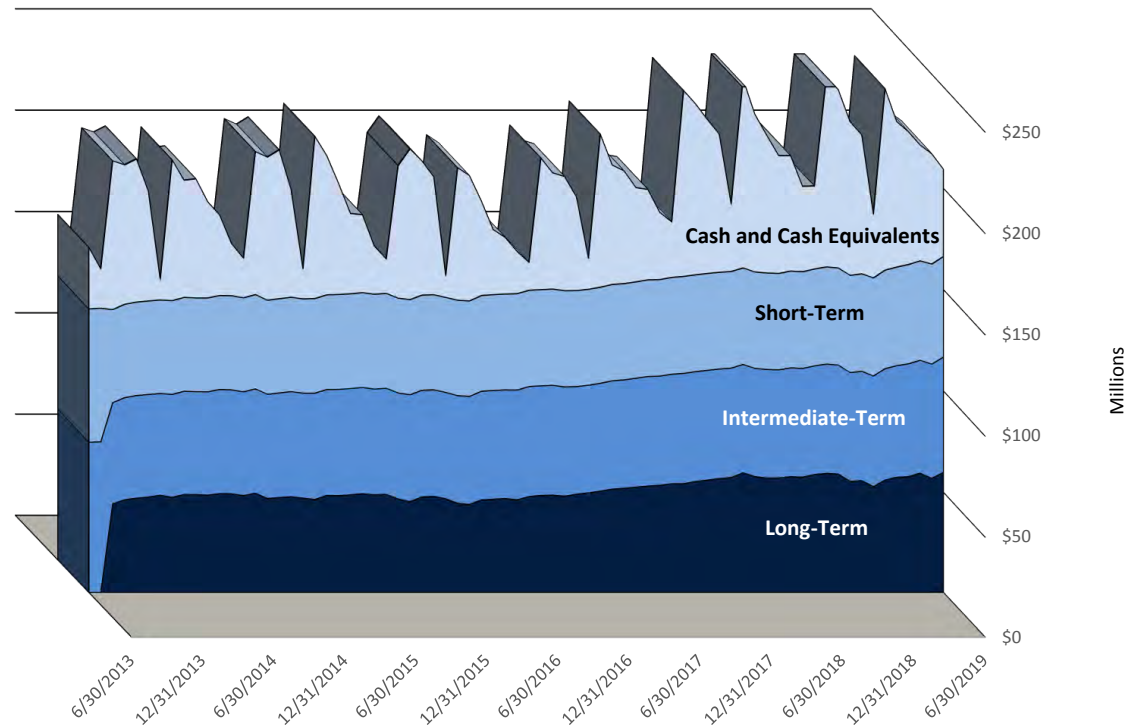
	Cash and Cash Equivalents	Short-Term Fixed Income	Intermediate-Term Fixed Income	Long-Term
Cash at JPMC & PNC	\$ 16,372,000			
Money Market Funds	26,704,000	\$ 710,000	\$ 197,000	\$ 1,412,000
US Treasuries		23,779,000	29,019,000	
Negotiable CDs		6,359,000	2,574,000	
Corporate Issues		18,796,000	25,100,000	
Mutual Funds				13,021,000
Equities				36,715,000
Alternative Invest.				8,663,000
Total Operating Funds	\$ 43,076,000	\$ 49,644,000	\$ 56,890,000	\$ 59,811,000

Note: The Money Market Funds are held at PFM for all portfolios except the Long-Term portfolio held by Legacy.

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Fiscal Year Ended June 30, 2019

Exhibit 4

Operating Investment
Monthly balances from June 30, 2013 - 2019



Balances at June 30:		2013	2014	2015	2016	2017	2018	2019
■ Cash and Cash Equivalents		\$30.3	\$25.7	\$23.7	\$20.9	\$33.1	\$42.1	\$43.1
■ Short-Term Fixed Income		65.7	46.4	46.8	47.5	47.6	47.7	49.6
■ Intermediate-Term Fixed Income		74.8	51.3	52.1	54.2	53.9	53.6	56.9
■ Long-Term		0.0	49.2	48.8	46.2	53.4	57.5	59.8
Total		\$170.8	\$172.6	\$171.4	\$168.8	\$188.0	\$200.9	\$209.4
Change		(\$3.6)	\$1.8	(\$1.2)	(\$2.6)	\$19.2	\$12.9	\$8.5

Endowments

THE UNIVERSITY OF AKRON
 ENDOWMENT Funds Investment Report
 For the Fiscal Year Ended June 30, 2019

Net Rates of Return for the Periods Ended June 30, 2019

Exhibit 5

- At or Above Benchmark
- < 100 Basis Pts Below Benchmark
- > 100 Basis Pts Below Benchmark

		Net Rates of Return						
		Market Value	Six Months ROR/Benchmark	One Year ROR/Benchmark	Annualized Since 1/1/2014 ROR/Benchmark	Annualized Since 6/30/2002 ROR/Benchmark		
Portfolio/Advisor (Inception)								
POOLED ENDOWMENT								
Portfolio Composite / Cambridge		\$ 62,639,000	10.9%	●	1.8%	●	3.6%	●
Policy Balanced Index (65/35)			12.6%		4.9%		5.0%	●
Total Pooled Endowment		<u>\$ 62,639,000</u>						
SEPARATELY INVESTED ENDOWMENTS								
Oelschlager Leadership Award / Key Bank (7/31/2000)		\$ 2,257,000	15.0%		5.5%		11.2%	(3.2%)
Seiberling Chair in Con. Law / Key Bank (7/31/1997)		972,000	1.5%		2.7%		0.3%	2.9%
ORSP / PNC Bank (4/30/2009)		2,818,000	10.1%		7.0%		4.0%	2.5%
Timken Co. and TimkenSteel Corp.		886,000	n/a		n/a		n/a	n/a
Total Separately Invested Endowments		<u>\$ 6,933,000</u>						
TOTAL ENDOWMENTS		<u><u>\$ 69,572,000</u></u>						

Note 1: Cambridge's only performance is reflected within the "Annualized Since 1/1/2014" and the more current measurement columns while the "Annualized Since 6/30/2002" column includes both Cambridge and predecessor performance.

Note 2: Cash representing resources received but, based upon timing of receipt, not yet provided to Cambridge for investment, totaled \$238,000. This cash is invested within the Operating Investments at quarter end.

THE UNIVERSITY OF AKRON
 ENDOWMENT Funds Investment Report
 For the Fiscal Year Ended June 30, 2019

Pooled Endowment Policy Compliance at June 30, 2019

Exhibit 6

- Compliant
- Noncompliant

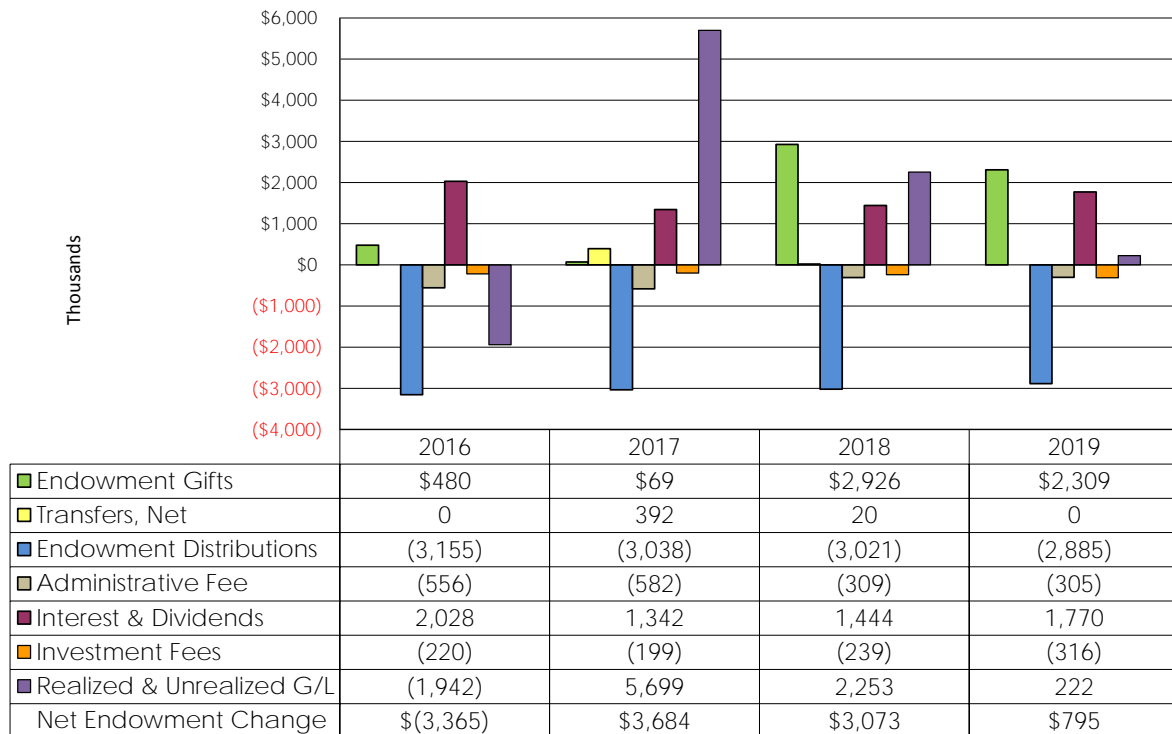
Compliant	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Asset Allocation				
Global Equity	40-80%	60%	47%	<div></div>
Absolute Return	0-25%	15%	24%	<div></div>
Real Assets	10-25%	12%	12%	<div></div>
Bonds & Cash	10-25%	13%	17%	<div></div>
Liquidity				
Daily thru 2 Years	0-100%	n/a	100%	<div></div>
Illiquid (2+ Years)	0-20%	n/a	0%	<div></div>
Fund Concentration				
Oak Associates	0-10%	n/a	14%	<div></div>
Vanguard Total Bond Market Index Fund	0-10%	n/a	10%	<div></div>
Vanguard FTSE Developed ETF	0-10%	n/a	7%	<div></div>
Vanguard Total World Stock Index Fund	0-10%	n/a	7%	<div></div>
Gardner Russo & Gardner	0-10%	n/a	6%	<div></div>

Note: Only the 5 largest managers/funds are listed within the Fund Concentration section above.

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Fiscal Year Ended June 30, 2019

Components of and Net Change - Total Endowments
Fiscal Years Ended June 30, 2016 - 2019

Exhibit 7



The categories that comprise the market value changes are as follows:

Endowment Gifts and Transfers, Net; Endowment Distributions; Administrative Fee, and Investment Income.

Select components are discussed below.

Endowment Gifts

Gifts to the University given in support of University Endowments. The Grotefend Family contributed \$1.5 million and \$2 million during the fiscal years 2018 and 2019, respectfully for Mechanical Engineering Scholarships.

Endowment Distributions

Effective July 1, 2017, distributions made from the endowments became 4.75% of a 3-year moving average.

Administrative Fee

Effective July 1, 2017, the administrative fee assessed by the University to all pooled endowments became 0.5% which is directed to the Scholarships for Excellence.

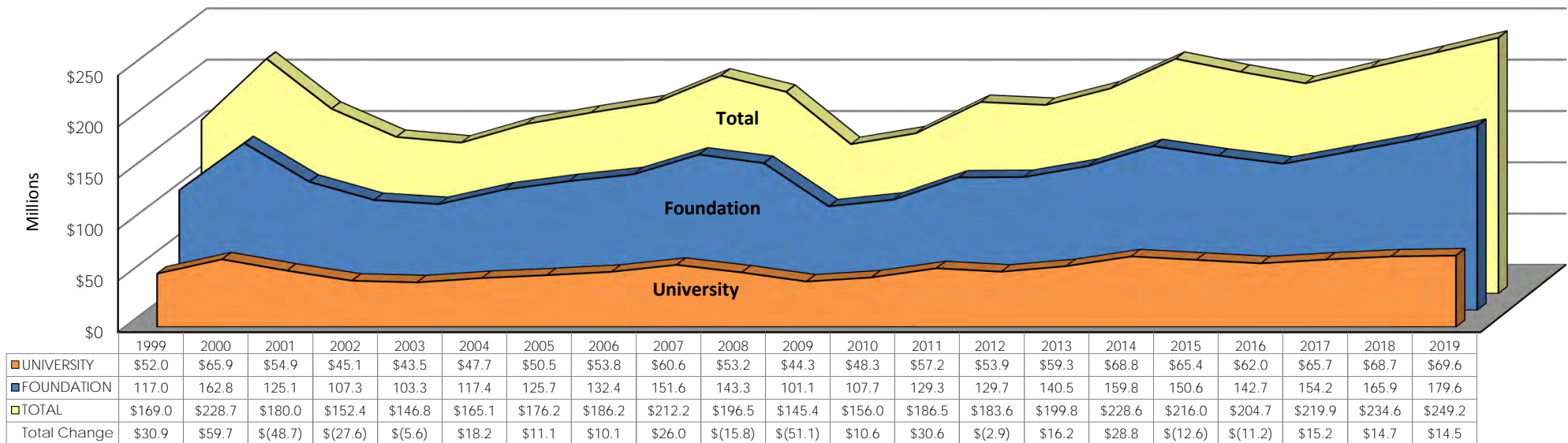
Investment Fees

Represents known advisor, manager, and custodial fees. The fees do not represent all investment costs as some fees are embedded within investments, net of returns, and are not readily determinable.

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Fiscal Year Ended June 30, 2019

The University of Akron and Foundation
Investment Balances
At June 30, 1999 - 2019

Exhibit 8



Note 1 : Cambridge became the Foundation and University endowment investment manager on 1/1/2014 and 4/1/2014, respectively.

Note 2 : Over the last 20 years both the Foundation and University endowment portfolios realized both large and small fluctuations. The notable downturns during 2001 and 2002 were the result of the tech bubble burst and the event of September 11, 2001, and 2008 and 2009 were the result of the Great Recession.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Acceptance of the Investment Report for the Fiscal Year Ended June 30, 2019

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on October 9, 2019, accepting the Investment Report for the Fiscal Year Ended June 30, 2019, be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 9, 2019

FINANCE & ADMINISTRATION COMMITTEE

TAB 3

FINANCIAL REPORT FOR THE FISCAL YEAR ENDED JUNE 30, 2019



DATE: September 23, 2019

TO: Nathan J. Mortimer, Vice President for Finance & Administration/CFO

Amy S. Gilliland

FROM: Amy S. Gilliland, Director of Resource Analysis & Budgeting

**SUBJECT: General Fund, Auxiliary Funds, and Departmental Sales and Services Funds:
Budget to Actual Results for the Fiscal Year Ended June 30, 2019**

As requested, the Office of Resource Analysis & Budgeting provides the accompanying Financial Report for the fiscal year ended June 30, 2019 for the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds (Akron and Wayne combined) together with accompanying FY19 budget assumptions and narratives.

This Financial Report should be presented for consideration and approval at the October 9, 2019 Board of Trustees meeting.

Resource Analysis & Budgeting
Akron, OH 44325-6202
330-972-6521 Office • 330-972-6317 Fax

The University of Akron
General Fund, Auxiliary Funds, and Departmental Sales and Services Funds
Budget to Actual Results
For the Fiscal Year Ended June 30, 2019

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GENERAL FUND

For the Fiscal Year Ended June 30, 2019

The University of Akron
Akron and Wayne General Fund Combined
FY19 Revised Budget and Actual Results for the fiscal year ended June 30, 2019

	Original Budget	Revised Budget	Actual	\$ Budget Variance	% of Budget
Tuition & General Service Fees	\$186,872,000	\$187,500,000	\$186,251,268	(\$1,248,732)	
Other Fees	22,305,000	21,900,000	21,732,648	(167,352)	
State Share of Instruction	103,507,000	101,852,000	101,851,513	(487)	
Indirect Cost Recovery	5,800,000	5,400,000	5,188,151	(211,849)	
Investment Income	3,000,000	1,068,000	1,087,866	19,866	
Miscellaneous & Endowment	2,312,000	2,100,000	1,959,430	(140,570)	
Total Revenues	323,796,000	319,820,000	318,070,876	(1,749,124)	99%
Payroll	153,038,000	140,993,000	140,283,371	709,629	
Fringes	52,782,000	53,341,000	50,643,511	2,697,489	
Total Compensation	200,220,000	194,334,000	190,926,882	3,407,118	98%
Utilities	11,501,000	10,901,000	10,692,070	208,930	
Operating	36,761,000	34,785,000	33,406,324	1,378,676	
Bad Debt	1,000,000	400,000	440,433	(40,433)	
Scholarships	59,464,000	54,748,000	52,787,389	1,960,611	
Total Non Personnel	108,726,000	100,834,000	97,326,217	3,507,783	97%
Total Expenditures	308,946,000	295,168,000	288,253,099	6,914,901	98%
Net Before Transfers and Advances	14,850,000	24,652,000	29,817,777	5,165,777	
Transfers-In	16,180,000	3,604,600	3,795,965	191,365	
Transfers-In Plant and Other	1,000,000	2,472,400	2,569,633	97,233	
Transfers-In Encumbrance	0	3,832,000	3,832,133	133	
Advances-In	290,000	487,000	596,972	109,972	
Transfers-Out - Plant Fund	(1,000,000)	(3,492,000)	(2,822,400)	669,600	
Transfers-Out - Other	(31,320,000)	(31,479,000)	(34,369,392)	(2,890,392)	
Advances-Out	0	(77,000)	(77,000)	0	
Transfers-Out - Encumbrance	0	0	(3,343,688)	(3,343,688)	
Net Transfers and Advances	(14,850,000)	(24,652,000)	(29,817,777)	(5,165,777)	
Difference	\$0	\$0	\$0	\$0	

The University of Akron
Akron and Wayne General Fund Combined
FY19 Revised Budget Assumptions

Revenues

Tuition & General Service Fees: The original assumptions are expected to materialize with overall blended enrollment declining approximately seven percent. The Guaranteed Tuition Program was implemented while tuition and fee rates remained flat for continuing students. The original assumption presumed undergraduate, graduate, and law school declines approximating six percent, 14 percent, and two percent, respectively.

Other Fees: The original assumptions are expected to materialize with overall blended enrollment declining approximately seven percent plus the Guaranteed Tuition Program was implemented while tuition and fee rates remained flat for continuing students.

State Share of Instruction: The original assumption presumed a two percent decline from FY18 to \$103.5 million. That original assumption was based upon information received from the Ohio Department of Higher Education (ODHE). However, the ODHE subsequently refined its estimate during the fall 2018, and the revised assumption estimates that SSI will be \$101.9 million.

Indirect Cost Recovery: The original assumption presumed no significant change as compared to FY18; however, current estimates indicate revenues closer to \$5.4 million with allocations remaining unchanged as follows: General Fund, 66 percent; Department, 13 percent; College, 11 percent; and Principal Investigator account, 10 percent.

Investment Income: The original assumption included investment income from all operating funds. Income earned and redemptions made within the short, intermediate, and long-term operating fund portfolios are immediately reinvested; therefore, unavailable to the General Fund as resources for expenditure.

Expenditures

Payroll: The original assumptions presumed a three percent increase pursuant to collective bargaining agreements, a raise pool equivalent to three percent for non-represented full-time employees and part-time faculty, vacant positions would yield \$5.6 million towards vacancy savings, and the year-one installment for the Voluntary Retirement Incentive Program (VRIP) in the amount of \$1.7 million.

The revised assumptions include the application of the raises and a reclassification of the VRIP installment to Fringes since the recipients are technically no longer employees. Plus, several planned hires did not materialize during the fiscal year while the effort to maintain vacant positions continues.

The University of Akron
Akron and Wayne General Fund Combined
FY19 Revised Budget Assumptions

Fringes: The original assumption presumed the pooled rate for benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee permits. The revised assumptions include the reclassification of the Voluntary Retirement Incentive Program (VRIP) one-year installment to Fringes.

Operating: The original assumptions presumed that designated fees such as course fees and technology fees, etc., follow the seven percent enrollment decline. The designated fees and start-ups assume that only current-year allocation is expended; however, a certain level of carry over exists within these fees and start-ups, which may depending upon circumstances be expended by the units. Current estimates presume the University will continue to closely manage and control its spending which will lead to a reduced level of expenditures. The change from original budget also contemplates a return of startup allocations in the amount of \$2 million which will be budgeted and expended in subsequent fiscal years.

Scholarships: The original assumption presumed \$59.4 million as follows for graduate assistants (\$11.4 million); Law School (\$3.7 million); and undergraduate (\$44.4 million) while the revised assumption presumes \$54.7 million as follows for graduate assistants (\$9.7 million); Law School (\$4 million); and undergraduate (\$41 million).

This revision represents a \$4.7 million decline from both the original budget and from FY18.

Transfers and Advances

Transfers-In: The original assumption presumed \$16.2 million from General Fund reserves and \$1 million from plant fund reserves. However, continued control of both personnel and operating costs has reduced anticipated need for General Fund reserves to approximately \$3.6 million.

Advances-In: The original assumption presumed the Musson Industrial Control Systems Test Bed and the National Museum of Psychology would repay \$200,000 and \$90,000 of prior year advances, respectively. The revised assumption presumes the \$290,000 repayment plus additional repayments totaling \$120,000 and the James A. Rhoades (JAR) weight room advance in the amount of \$77,000.

Transfers-Out Plant Fund: The original assumption presumed capital projects would be funded as needs arise by \$1 million. However, the General Fund has funded approximately \$3.5 million in support of capital projects, and as circumstances merit additional capital projects funding could materialize over the remainder of the fiscal year.

Transfers-Out Other: The original assumptions presumed transfers to Auxiliaries of General Services Fee (\$11.9 million); Other (\$12.6 million); and Facilities Fee (\$6.8 million) while the revised assumptions presume transfers to Auxiliaries of General Services Fee (\$12.3 million); Other (\$12.2 million); and Facilities Fee (\$6.5 million). The Facilities Fee and other reserves

The University of Akron
Akron and Wayne General Fund Combined
FY19 Revised Budget Assumptions

will now fund \$3.1 million of the debt for the current fiscal year. In addition, funding in the amount of \$400,000 was provided to NCERCAMP which will be offset to the General Fund by an identical amount of NCERCAMP capital resources for University usage.

Advances-Out: The original assumption presumed no Advances-Out; however, a loan was made for the James A. Rhoades (JAR) weight room.

Debt Service: The original assumptions are holding in that the University achieved its debt deferral initiative, reserves that reside in plant funds, and debt reserves fully service the General Fund debt this fiscal year.

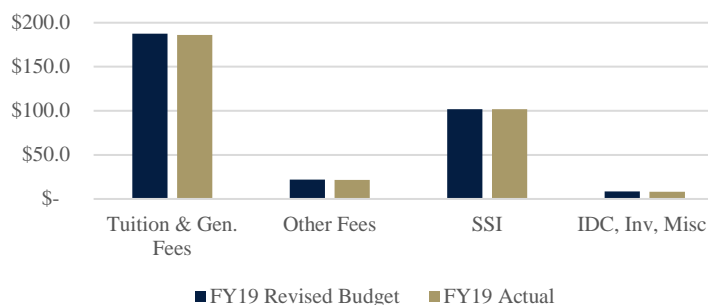
The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY19 Revised Budget and Actual Results for the fiscal year ended June 30, 2019

Revenues

Tuition & General Service Fees: Tuition & General Service Fees revenues total \$186.3 million or approximately 99 percent as compared to the revised budget of \$187.5 million. The revenues for the first part of the summer 2019 term are reflected in the year-end results.

The overall credit hour production for the current fiscal year is roughly eight percent less than the prior year.

Revenues (\$ millions)
Revised Budget to Actual Results for the Fiscal Year
Ended June 30, 2019



Other Fees: Other Fees revenues total \$21.7 million or approximately 99 percent as compared to the revised budget of \$21.9 million. The revenues for the first part of the summer 2019 term are reflected in the year-end results.

Other Fees include various student fees such as facility fees (30 percent), technology fees (23 percent), and unit and course fees (18 percent). Course fee revenues reflect an increase associated with the growth in electronic content agreements. The associated revenues are directly offset by the cost of the purchased content.

Many of the fees remain within the General Fund and are used for operations while the facility fee is transferred to Auxiliary units and contributes toward the debt service requirements of the Student Recreation and Wellness Center, Student Union, InfoCision Stadium, and the Fieldhouse.

State Share of Instruction: State Share of Instruction (SSI) revenues total \$101.9 million or 100 percent as compared to the revised budget of \$101.9 million.

Indirect Cost Recovery: IDC revenues total \$5.2 million or approximately 96 percent as compared to the revised budget of \$5.4 million.

IDC is proportionately related to externally funded research activities and is currently allocated with 66 percent used to pay the general expenditures of the University and 34 percent allocated to the academic units.

Investment Income: Investment Income revenues total \$1.1 million or 100 percent as compared to the revised budget.

Investment Income is based upon the size of the operating funds investment portfolio and conditions that impact the return.

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY19 Revised Budget and Actual Results for the fiscal year ended June 30, 2019

Expenditures

Payroll and Fringe Benefits: Payroll expenditures total \$140.3 million or approximately 99 percent of the revised budget of \$141 million.

The fringe benefit costs total \$50.6 million or 95 percent of the revised budget of \$53.3 million.

Utilities: Utilities expenditures total \$10.7 million or approximately 98 percent of the revised budget of \$10.9 million.

Operating: Operating expenditures total \$33.4 million or approximately 96 percent of the \$34.8 million revised budget.

Description	Actual FY19
Faculty	\$80,522,000
Staff	29,079,000
Contract Professionals	25,469,000
Graduate Assistants	6,009,000
Sick Leave Accrual	(795,000)
Total Payroll	<u>\$140,284,000</u>
<i>Note: Includes all General Fund payroll-related activities (e.g. full time, part time, stipends, overload, etc.) but no fringes.</i>	

The expenditures are incurred within the operating units primarily for software license, supplies and services, transcribing, advertising, travel and occasionally smaller dollar capital items such as computers and equipment.

Scholarships: Scholarships total \$52.8 million or approximately 96 percent of the \$54.7 million revised budget. Scholarships include undergraduate (\$39.7 million), graduate tuition remissions (\$9.2 million), and law scholarships (\$3.9 million).

Transfers and Advances

Transfers-In: At year-end, \$3.8 million was transferred in to cover the FY19 General Fund shortfall.

Transfers-In Plant and Other: The General Fund's retiree dependent healthcare funding was sufficient without additional support; therefore, the fiscal year 2017 support in the amount of \$2.3 million was reversed. A transfer-in of \$173,000 from Telecommunications reflects the remaining fund balance of the auxiliary operation. That activity shifted to the General Fund in FY18.

Advances:

	Balance July 1, 2018	Advances	Repayments	Balance June 30, 2019
Musson Industrial Control System Test Bed	\$ 353,000	\$ -	\$ 259,972	\$ 93,028
National Museum of Psychology (Cummings Center)	270,000	-	260,000	10,000
James A. Rhoades Weight Room	-	77,000	77,000	-
Total	<u>\$ 623,000</u>	<u>\$ 77,000</u>	<u>\$ 596,972</u>	<u>\$ 103,028</u>

Transfers-Out - Plant Fund: A total of \$2.8 million was transferred to plant funds in support of various projects including the Ballet Center insurance proceeds (\$797,000), campus surveillance system (\$722,000), Boiler Controls (\$277,000), Gallucci Hall demolition (\$275,000), the Roadway building air handler (\$200,000), the AERC air chiller (\$170,000), Polsky elevator (\$150,000), and others.

The University of Akron

Akron and Wayne General Fund Combined

Narrative of FY19 Revised Budget and Actual Results for the fiscal year ended June 30, 2019

Transfers-Out - Other: Transfers of \$34.4 million reflect distribution of \$6.5 million actual facilities fees, \$12.1 million general service fees revenues and other general support to Auxiliaries of \$12.8 million. In addition to the budgeted transfers, \$1.2 million was transferred to Athletics to offset the FY19 operating shortfall. Also reflected are transfers of \$1.1 million to Parking Services for deck repairs, \$400,000 to a departmental sales account in support of Corrosion Engineering, \$295,000 to Recreation and Wellness Center projects, and \$33,500 to E.J. Thomas Performing Arts Hall for a lighting project.

Advances-Out: A loan to Athletics of \$77,000 in support of the James A. Rhoades Arena weight room renovation was repaid during March.

AUXILIARY FUNDS

For the Fiscal Year Ended June 30, 2019

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Auxiliary Funds Combined

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$43,605,000	\$43,233,817	(\$371,183)	99%
Payroll	10,722,000	10,311,448	410,552	
Fringes	4,455,000	4,329,956	125,044	
Total Compensation	15,177,000	14,641,404	535,596	96%
Operating	29,547,000	29,994,659	(447,659)	
Scholarships	7,326,000	6,506,067	819,933	
Total Non Personnel	36,873,000	36,500,726	372,274	99%
Total Expenditures	52,050,000	51,142,130	907,870	98%
Net Before Transfers	(8,445,000)	(7,908,313)	536,687	
Transfers-In - Facilities Fee	9,569,000	9,306,997	(262,003)	
Transfers-In - General Service Fee	12,335,000	12,066,760	(268,240)	
Transfers-In - Other	13,909,000	16,231,440	2,322,440	
Transfers-In - Plant Fund	0	50,601	50,601	
Transfers-In - Encumbrances	0	271,152	271,152	
Transfers-Out - Plant Fund	(1,000,000)	(2,116,897)	(1,116,897)	
Transfers-Out - Encumbrances	0	(137,044)	(137,044)	
Transfers-Out - Debt Service	(25,799,000)	(25,798,462)	538	
Net Transfers	9,014,000	9,874,547	860,547	
Difference	\$569,000	\$1,966,234	\$1,397,234	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Athletics

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$9,232,000	\$9,506,464	\$274,464	103%
Payroll	7,974,000	7,830,374	143,626	
Fringes	3,085,000	3,049,475	35,525	
Total Compensation	11,059,000	10,879,849	179,151	98%
Operating	10,674,000	13,191,831	(2,517,831)	
Scholarships	7,326,000	6,506,067	819,933	
Total Non Personnel	18,000,000	19,697,898	(1,697,898)	109%
Total Expenditures	29,059,000	30,577,747	(1,518,747)	105%
Net Before Transfers	(19,827,000)	(21,071,283)	(1,244,283)	
Transfers-In - Facilities Fee	4,964,000	4,828,318	(135,682)	
Transfers-In - General Service Fee	12,335,000	12,066,760	(268,240)	
Transfers-In - Other	7,492,000	9,116,301	1,624,301	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	37,088	37,088	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Encumbrances	0	(12,817)	(12,817)	
Transfers-Out - Debt Service	(4,964,000)	(4,964,367)	(367)	
Net Transfers	19,827,000	21,071,283	1,244,283	
Difference	\$0	\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Residence Life & Housing

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$19,830,000	\$19,014,962	(\$815,038)	96%
Payroll	847,000	802,538	44,462	
Fringes	356,000	345,161	10,839	
Total Compensation	1,203,000	1,147,699	55,301	95%
Operating	7,980,000	7,099,710	880,290	
Scholarships	0	0	0	
Total Non Personnel	7,980,000	7,099,710	880,290	89%
Total Expenditures	9,183,000	8,247,409	935,591	90%
Net Before Transfers	10,647,000	10,767,553	120,553	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	5,520	5,520	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Encumbrances	0	(37,458)	(37,458)	
Transfers-Out - Debt Service	(10,647,000)	(10,646,776)	224	
Net Transfers	(10,647,000)	(10,678,714)	(31,714)	
Difference	\$0	\$88,839	\$88,839	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

EJ Thomas Performing Arts Hall

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$2,441,000	\$2,214,474	(\$226,526)	91%
Payroll	357,000	226,936	130,064	
Fringes	127,000	87,789	39,211	
Total Compensation	484,000	314,725	169,275	65%
Operating	2,567,000	2,322,437	244,563	
Scholarships	0	0	0	
Total Non Personnel	2,567,000	2,322,437	244,563	90%
Total Expenditures	3,051,000	2,637,162	413,838	86%
Net Before Transfers	(610,000)	(422,688)	187,312	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	937,000	970,469	33,469	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	28,832	28,832	
Transfers-Out - Plant Fund	0	(213,500)	(213,500)	
Transfers-Out - Encumbrances	0	0	0	
Transfers-Out - Debt Service	(327,000)	(326,899)	101	
Net Transfers	610,000	458,902	(151,098)	
Difference	\$0	\$36,214	\$36,214	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Dining (Aramark)

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$3,297,000	\$4,060,090	\$763,090	123%
Payroll	125,000	78,915	46,085	
Fringes	275,000	262,982	12,018	
Total Compensation	400,000	341,897	58,103	85%
Operating	1,606,000	1,341,535	264,465	
Scholarships	0	0	0	
Total Non Personnel	1,606,000	1,341,535	264,465	84%
Total Expenditures	2,006,000	1,683,432	322,568	84%
Net Before Transfers	1,291,000	2,376,658	1,085,658	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	22,079	22,079	
Transfers-Out - Plant Fund	0	(8,397)	(8,397)	
Transfers-Out - Encumbrances	0	(46,397)	(46,397)	
Transfers-Out - Debt Service	(776,000)	(776,016)	(16)	
Net Transfers	(776,000)	(808,731)	(32,731)	
Difference	\$515,000	\$1,567,927	\$1,052,927	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Recreation & Wellness Services

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$573,000	\$609,309	\$36,309	106%
Payroll	551,000	554,518	(3,518)	
Fringes	245,000	242,342	2,658	
Total Compensation	796,000	796,860	(860)	100%
Operating	1,850,000	1,827,329	22,671	
Scholarships	0	0	0	
Total Non Personnel	1,850,000	1,827,329	22,671	99%
Total Expenditures	2,646,000	2,624,189	21,811	99%
Net Before Transfers	(2,073,000)	(2,014,880)	58,120	
Transfers-In - Facilities Fee	1,693,000	1,646,177	(46,823)	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	2,073,000	2,414,020	341,020	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	61,728	61,728	
Transfers-Out - Plant Fund	0	(295,000)	(295,000)	
Transfers-Out - Encumbrances	0	(12,152)	(12,152)	
Transfers-Out - Debt Service	(1,693,000)	(1,692,562)	438	
Net Transfers	2,073,000	2,122,211	49,211	
Difference	\$0	\$107,331	\$107,331	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Jean Hower Taber Student Union

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$946,000	\$1,002,068	\$56,068	106%
Payroll	602,000	591,082	10,918	
Fringes	260,000	256,526	3,474	
Total Compensation	862,000	847,608	14,392	98%
Operating	1,891,000	1,848,739	42,261	
Scholarships	0	0	0	
Total Non Personnel	1,891,000	1,848,739	42,261	98%
Total Expenditures	2,753,000	2,696,347	56,653	98%
Net Before Transfers	(1,807,000)	(1,694,279)	112,721	
Transfers-In - Facilities Fee	2,912,000	2,832,502	(79,498)	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	1,807,000	1,887,305	80,305	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	26,670	26,670	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Encumbrances	0	(12,236)	(12,236)	
Transfers-Out - Debt Service	(2,912,000)	(2,912,314)	(314)	
Net Transfers	1,807,000	1,821,927	14,927	
Difference	\$0	\$127,648	\$127,648	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Parking & Transportation Services

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$7,222,000	\$6,778,971	(\$443,029)	94%
Payroll	266,000	227,085	38,915	
Fringes	107,000	85,681	21,319	
Total Compensation	373,000	312,766	60,234	84%
Operating	2,969,000	2,353,874	615,126	
Scholarships	0	0	0	
Total Non Personnel	2,969,000	2,353,874	615,126	79%
Total Expenditures	3,342,000	2,666,640	675,360	80%
Net Before Transfers	3,880,000	4,112,331	232,331	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	1,600,000	1,843,345	243,345	
Transfers-In - Plant Fund	0	50,601	50,601	
Transfers-In - Encumbrances	0	89,235	89,235	
Transfers-Out - Plant Fund	(1,000,000)	(1,600,000)	(600,000)	
Transfers-Out - Encumbrances	0	(15,984)	(15,984)	
Transfers-Out - Debt Service	(4,480,000)	(4,479,528)	472	
Net Transfers	(3,880,000)	(4,112,331)	(232,331)	
Difference	\$0	\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Wayne Student Union

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$64,000	\$47,479	(\$16,521)	74%
Payroll	0	0	0	
Fringes	0	0	0	
Total Compensation	0	0	0	
Operating	10,000	9,204	796	
Scholarships	0	0	0	
Total Non Personnel	10,000	9,204	796	92%
Total Expenditures	10,000	9,204	796	92%
Net Before Transfers	54,000	38,275	(15,725)	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	0	0	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Encumbrances	0	0	0	
Transfers-Out - Debt Service	0	0	0	
Net Transfers	0	0	0	
Difference	\$54,000	\$38,275	(\$15,725)	

The University of Akron
Auxiliaries
FY19 Budget Assumptions

Overall Assumptions

Revenues: Assumes an overall seven percent enrollment decline.

Payroll: Assumes three percent increase pursuant to collective bargaining agreements and a raise pool equivalent to three percent for non-represented full-time employees.

Fringes: Assumes benefits such as 14 percent employer contribution to the respective retirement System, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee parking permits.

Transfers-Out Debt Service: Assumes debt service for Auxiliary facilities.

Unit Assumptions

Athletics

Revenues: Assumes externally generated revenues from various sources such as the MAC, game guarantees, naming rights, ticket sales, grants-in-aid, IMG, and Coca-Cola.

Payroll: Contemplates rate increases as reflected in respective individual contracts.

Operating: Assumes a decrease of \$242,000 as compared to the FY18 projection.

Scholarships: Assumes 225 Athletic financial aid awards.

Transfers-In: Revised Budget assumes Facilities Fee of \$3.4 million from the General Fund and \$1.6 million from Facilities Fee reserve, General Service Fee of \$12.3 million, and Other of \$7.5 million in transfers from the General Fund.

Residence Life & Housing

Revenues: Assumes an 88 percent average occupancy.

Operating: Assumes an increase of \$310,000 over the FY18 projection.

EJ Thomas Performing Arts Hall

Revenues: Assumes externally generated revenues from various sources such as Broadway Series sales, Akron Civic Theater pass-through, hall rental, and endowment gifts.

Operating: Assumes largely flat operating as compared to the FY18 projection.

The University of Akron
Auxiliaries
FY19 Budget Assumptions

Transfers-In: Assumes \$.9 million which consists of \$.8 million from the General Fund net of a \$32,000 reduction and \$91,000 from unrestricted reserve.

Dining (Aramark)

Revenues: Assumes rent and other contractually provided revenues such as utilities, maintenance, and equipment repair.

Compensation: The CWA employees remain University employees, with the University responsible for the difference between FICA and SERS. All other employees are the sole responsibility of Aramark.

Operating: Assumes an increase of \$80,000 over the FY18 projection.

Recreation & Wellness Services

Revenues: Assumes externally generated revenues from various sources such as memberships, pool rental, and locker and facility rentals.

Operating: Assumes largely flat operating as compared to the FY18 projection.

Transfers-In: Assumes Facilities Fee of \$1.2 million from the General Fund and \$.5 million from Facilities Fee reserves, and Other of \$2.1 million in transfers from the General Fund net of \$108,000 reduction.

Jean Hower Taber Student Union

Revenues: Assumes externally generated revenues from various sources such as bookstore space rent, bank space rent, and room rentals.

Operating: Assumes an increase of \$82,000 over the FY18 projection.

Transfers-In: Assumes Facilities Fee of \$2 million from the General Fund and \$.9 million from Facilities Fee reserves; and Other of \$1.8 million in transfers from the General Fund net of \$94,000 reduction.

The University of Akron
Auxiliaries
FY19 Budget Assumptions

Parking & Transportation Services

Revenues: Assumes parking permits and transportation fee revenues decrease consistent with an overall blended enrollment reduction of seven percent.

Operating: Assumes an increase of \$382,000 over the FY18 projection.

Transfers-In: Assumes a \$1 million transfer from the General Fund as well as Fund Balance transfers to finance the West Campus Parking Deck repairs and other projects including lot and deck repairs and lighting upgrades.

Transfers-Out Plant Fund: Original assumption reflected a transfer to fund the Administrative Services Building (ASB) parking deck in the amount of \$1 million. However, that \$1 million plus an additional \$500,000 will be transferred to Plant Funds make capital repairs at the West Campus Parking Deck.

Wayne Student Union

Revenues: Assumes externally generated revenues from bookstore space rent and room rentals.

Operating: Assumes largely flat operating as compared to the FY18 projection.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Athletics

Athletics actual revenues total \$9.5 million as compared to annual budgeted revenues of \$9.2 million. Major components of revenue include game guarantees (35 percent), Mid-American Conference (27 percent), naming rights and gifts (15 percent), and ticket sales (10 percent). Unearned revenue for season and single tickets is realized in the fiscal year when the game is held. Currently, \$278,000 is unearned. Earned revenues exceed the budget by \$274,000, largely due to supplements from game guarantees.

Description	Actual
Game Guarantees	\$3,366,000
Mid-American Conference	2,525,000
Naming Rights and Gifts	1,413,000
Other	919,000
Ticket Sales	904,000
Pouring Rights	380,000
Total	\$9,507,000

Payroll and fringes total \$10.9 million or roughly 98 percent as compared to the annual budget of \$11.1 million.

Operating expenditures total \$13.2 million or 124 percent as compared to the annual budget of \$10.7 million. The principal operating expenditures include team travel and recruiting (28 percent) and athletic supplies (11 percent). Game guarantee payout generated additional cost that caused the budget to be exceeded.

Scholarships, or Athletics financial aid, totaled \$6.5 million or 89 percent as compared to the annual budget of \$7.3 million.

The other sources of funding include transfers-in of facilities fee (including reserve), general service fee, and other budgeted at \$5 million, \$12.3 million, and \$7.5 million, respectively. The actual facilities fee totaling \$4.8 million services a portion of the Stadium and Fieldhouse debt while the Athletics actual general services fee, and other transfers-in combined total \$21.2 million. An unbudgeted Transfers-In - Other of \$1.2 million offsets Athletics operating deficit.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$37,000 Transfers-In – Encumbrances represents those types of commitments. The \$13,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY20.

Transfers-Out – Debt Service of \$5 million is in line with the budget and pays for the bonded debt related to InfoCision Stadium (94 percent) and the Athletic Fieldhouse.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Residence Life & Housing

Residence Life & Housing actual revenues total \$19 million as compared to the annual budgeted revenues of \$19.8 million. The principal revenues include residence hall occupancy (annual average of 80 percent) and are predominately earned during the academic year. Currently, \$598,000 is considered unearned revenue. While revenues fell short of projections, expenditures were managed and did not exceed actual revenues earned.

Description	Actual
Room Rentals	\$18,587,000
Other	428,000
Total	\$19,015,000

Payroll and fringes total \$1.1 million or roughly 95 percent as compared to the annual budget of \$1.2 million.

Operating expenditures total \$7.1 million or 89 percent as compared to the annual budget of \$8 million. The principal operating expenditures include maintenance (47 percent) and utilities (22 percent). Expenditures were managed to offset the decline in revenue and came in under budget by \$880,000.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$6,000 Transfers-In – Encumbrances represents those types of commitments. The \$37,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY20.

Transfer-Out – Debt Service of \$10.6 million is in line with the budget and pays for the debt related to the renovation of seven residence halls and construction of four new buildings.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

EJ Thomas Performing Arts Hall

EJ Thomas Performing Arts Hall actual revenues total \$2.2 million as compared to the annual budgeted revenues of \$2.4 million. The principal revenue include ticket sales (76 percent) and hall rental (10 percent). Ticket revenue is considered unearned until the show is held. Currently, EJ Thomas has \$61,000 in unearned revenue for the Broadway in Akron Series FY20 presale event.

Description	Actual
Ticket Sales	\$1,681,000
Hall Rental	223,000
Endowment	171,000
Other	139,000
Total	\$2,214,000

Payroll and fringes total \$315,000 or roughly 65 percent as compared to the annual budget of \$484,000. Expenditures came in under budget by \$169,000 through vacant position savings.

Operating expenditures total \$2.3 million or 90 percent as compared to the annual budget of \$2.6 million. The principal operating expenditures include artist fees (33 percent), stage & wardrobe (32 percent), consultant fees (14 percent), and utilities (10 percent). Expenditures were managed and did not exceed the actual revenues earned.

Transfers-In – Other of \$970,000 represents general-fund support for operations.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$29,000 Transfers-In – Encumbrances represents those types of commitments.

Transfers-Out – Plant Fund of \$214,000 represents the funding for EJ Thomas Performing Arts Hall Lighting Upgrade Project.

Transfers-Out – Debt Service of \$327,000 is in line with the budget and pays for the bonded debt related to improvements and equipment from approximately 16 years ago.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Dining (Aramark)

Aramark actual revenues total \$4.1 million as compared to the annual budgeted revenues of \$3.3 million. Actual revenue collection accounts for 123% percent of the budget. The primary revenues include rent (63 percent), and Aramark grant (14 percent).

Description	Actual
Rent	\$2,572,000
Aramark Grant	550,000
Utilities Support	342,000
Facilities Support	297,000
POS/Card Access Support	181,000
Other	119,000
Total	\$4,061,000

Payroll and fringes total \$342,000 or roughly 85 percent as compared to the annual budget of \$400,000. The \$263,000 fringe benefits also include the difference between SERS and FICA for CWA employees who remained with the University as well as certain Aramark employees performing work at the University.

Operating expenditures total \$1.3 million or 84 percent as compared to the annual budget of \$1.6 million.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$22,000 Transfers-In – Encumbrances represents those types of commitments. The \$46,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY20.

Transfers-Out – Plant Fund of \$8,000 represents funding for the Dining Service Freshens Project.

Transfers-Out – Debt Service of \$776,000 is in line with the budget and pays the bonded debt related to various buildouts of space and renovations including the dining hall and retail sites located throughout the campus over the course of the last 12 to 19 years.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Recreation & Wellness Services

Recreation & Wellness Services actual revenues total \$609,000 as compared to the annual budgeted revenues of \$573,000. The principal revenues include memberships (33 percent), swimming meets/lessons (29 percent), and rentals (21 percent). Facility rentals generated the additional revenue above budget.

Description	Actual
Memberships	\$203,000
Swimming Meets & Lessons	178,000
Rentals	126,000
Other	102,000
Total	\$609,000

Payroll and fringes total \$797,000 or roughly 100 percent as compared to the annual budget of \$796,000. Three percent raises are reflected.

Operating expenditures total \$1.8 million or 99 percent as compared to the annual budget of \$1.9 million. The primary operating expenditures include maintenance (39 percent), student assistants (36 percent), and utilities (17 percent). SRWS has over 200 student employees (90,000+ hours of student employment) and has reviewed the hours and number of students working based on facility use trends and strategically reduced the number of staff working to bring student assistant compensation below budget by \$40,000.

Transfers-in of \$4.1 million represents facilities fee (including reserve) and general-fund support to service the building's bonded debt and operations, including support for capital projects of \$295,000.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$62,000 Transfers-In – Encumbrances represents those types of commitments. The \$12,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY20.

Transfers-Out – Plant Funds of \$295,000 supported various capital projects including heat exchanger and domestic hot water boilers.

Transfer-Out – Debt Service of \$1.7 million is in line with the budget and services the debt requirements.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Jean Hower Taber Student Union

The Student Union actual revenues total \$1 million as compared to the annual budgeted revenues of \$946,000. The principal revenues include rental income (98 percent). Actual revenue collection accounts for 106% percent of the budget. Increase in bookstore sales and new and repeat game and room rentals, generated the additional revenue above budget.

Description	Actual
Barnes & Noble Rental	\$700,000
Bank Rental	167,000
Room Rentals	113,000
Other	22,000
Total	\$1,002,000

Payroll and fringes total \$848,000 or roughly 98 percent as compared to the annual budget of \$862,000. Three percent raises are reflected.

Operating expenditures total \$1.8 million or 98 percent as compared to the annual budget of \$1.9 million. The primary operating expenditures include maintenance (30 percent), utilities (26 percent), and student assistants (25 percent). Expenditures were below budget by \$42,000.

Transfers-in of \$4.7 million represents facilities fee and general-fund support to service the building's bonded debt and for operations, respectively.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$27,000 Transfers-In – Encumbrances represents those types of commitments. The \$12,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY20.

Transfers-Out – Debt Service of \$2.9 million is in line with the budget and services the debt requirements.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Parking Transportation & Services

Parking actual revenues total \$6.8 million as compared to the annual budgeted revenues of \$7.2 million. The primary sources of revenues are the student transportation fee and parking permits (95 percent). Unearned revenue generated from parking permits purchased before the semester begins is recognized when the revenue recognition criteria is met. Currently, \$110,000 is being held in unearned revenue. Revenues fell short of projection due to enrollment decline.

Description	Actual
Permits	\$6,436,000
Fines & Meters	152,000
Lot Rentals	143,000
Other	49,000
Total	\$6,780,000

Payroll and fringes total \$313,000 or roughly 84 percent as compared to the annual budget of \$373,000.

Operating expenditures total \$2.4 million or 79 percent as compared to the annual budget of \$3 million. The primary operating costs include transportation related activities including busing, parking lot, and deck maintenance (64 percent), and utilities (13 percent). Operating expenditures were below budget by \$615,000.

Transfers-In – Other of \$1.8 million represents \$1.1 million in general fund support for West Campus Parking deck repairs and \$743,000 from Parking Transportation & Services reserve.

The budgeted Transfers-Out – Plant Fund was intended to fund operations in the amount of \$600,000 and capital repairs of the Administrative Services Building (ASB) parking deck in the amount of \$1 million. However, a transfer to Plant Funds of \$1.6 million will instead make capital repairs at the West Campus Parking Deck while the ASB parking deck was not repaired this fiscal year.

The capital expenditures to replace the expansion joints and drains within the Schrank Parking Deck which has been isolated as the cause of water leakage occurring within Schrank Hall came in under budget. The project did not require \$51,000; therefore, it was returned from the Plant Fund.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$89,000 Transfers-In – Encumbrances represents those types of commitments. The \$16,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY20.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Transfers-Out – Debt Service of \$4.5 million is in line with the budget and services the debt service requirement related to the renovation and construction of six parking decks.

Wayne Student Union

Wayne Student Union revenues total \$47,000 as compared to the annual budgeted revenues of \$64,000. The principal revenues include bookstore rent (85 percent). While revenues fell short of projections, expenditures were managed and did not exceed the actual revenues earned.

Description	Actual
Barnes & Noble Rental	\$40,000
Other	6,000
Gifts	1,000
Total	\$47,000

Operating expenditures total \$9,200 or 92 percent as compared to the annual budget of \$10,000.

Telecommunications

Telecommunications is no longer an operating auxiliary; thus, the related residual balance of \$173,000 in the Telecom auxiliary was transferred to the General Fund in November 2018.

**DEPARTMENTAL SALES AND
SERVICES FUNDS**

For the Fiscal Year Ended June 30, 2019

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

**Departmental Sales and Services
Combined**

	Original Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$39,632,000	\$37,539,741	(\$2,092,259)	95%
Payroll	2,535,000	2,740,341	(205,341)	
Fringes	898,000	948,298	(50,298)	
Total Compensation	3,433,000	3,688,639	(255,639)	107%
Operating	3,142,000	3,412,730	(270,730)	
Premiums and Claims	31,670,000	26,392,457	5,277,543	
Capital	8,000	27,354	(19,354)	
Total Non Personnel	34,820,000	29,832,541	4,987,459	86%
Total Expenditures	38,253,000	33,521,180	4,731,820	88%
Net Before Transfers	1,379,000	4,018,561	2,639,561	
Transfers-In - Other	0	400,000	400,000	
Transfers-In - Encumbrances	0	384,113	384,113	
Transfers-In - Carryover	0	77,633	77,633	
Transfers-Out - Other	0	(2,368,534)	(2,368,534)	
Transfers-Out - Encumbrances	0	(293,452)	(293,452)	
Net Transfers	0	(1,800,240)	(1,800,240)	
Difference	\$1,379,000	\$2,218,321	\$839,321	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Self-Insurance Health Care

	Original Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$32,979,000	\$30,303,422	(\$2,675,578)	92%
Payroll	\$141,000	129,893	11,107	
Fringes	53,000	48,410	4,590	
Total Compensation	194,000	178,303	15,697	92%
Operating	158,000	286,947	(128,947)	
Premiums and Claims	31,670,000	26,392,457	5,277,543	
Total Non Personnel	31,828,000	26,679,404	5,148,596	84%
Total Expenditures	32,022,000	26,857,707	5,164,293	84%
Net Before Transfers	957,000	3,445,715	2,488,715	
Transfers-Out - Other	0	(2,265,000)	(2,265,000)	
Net Transfers	0	(2,265,000)	(2,265,000)	
Difference	\$957,000	\$1,180,715	\$223,715	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Workforce Training Solutions
(Formerly UA Solutions)

	Original Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$750,000	\$899,436	\$149,436	120%
Payroll	211,000	327,217	(116,217)	
Fringes	60,000	104,741	(44,741)	
Total Compensation	271,000	431,958	(160,958)	159%
Operating	377,000	304,990	72,010	
Total Non Personnel	377,000	304,990	72,010	81%
Total Expenditures	648,000	736,948	(88,948)	114%
Net Before Transfers	102,000	162,488	60,488	
Transfers-In - Encumbrances	0	19,740	19,740	
Transfers-Out - Encumbrances	0	(34,193)	(34,193)	
Net Transfers	0	(14,453)	(14,453)	
Difference	\$102,000	148,036	\$46,036	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

New Student Orientation

	Original Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$551,000	\$529,885	(\$21,115)	96%
Payroll	171,000	161,959	9,041	
Fringes	71,000	68,272	2,728	
Total Compensation	242,000	230,231	11,769	95%
Operating	449,000	355,663	93,337	
Total Non Personnel	449,000	355,663	93,337	79%
Total Expenditures	691,000	585,894	105,106	85%
Net Before Transfers	(140,000)	(56,009)	83,991	
Transfers-In - Carryover	0	56,009	56,009	
Net Transfers	0	56,009	56,009	
Difference	(\$140,000)	\$0	\$140,000	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

English Language Institute

	Original Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$580,000	\$279,840	(\$300,160)	48%
Payroll	311,000	224,465	86,535	
Fringes	102,000	69,393	32,607	
Total Compensation	413,000	293,858	119,142	71%
Operating	30,000	7,605	22,395	
Total Non Personnel	30,000	7,605	22,395	25%
Total Expenditures	443,000	301,463	141,537	68%
Net Before Transfers	137,000	(21,624)	(158,624)	
Transfers-In - Carryover	0	21,624	21,624	
Net Transfers	0	21,624	21,624	
Difference	\$137,000	\$0	(\$137,000)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Other

	Original Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$4,772,000	\$5,527,158	\$755,158	116%
Payroll	1,701,000	1,896,807	(195,807)	
Fringes	612,000	657,481	(45,481)	
Total Compensation	2,313,000	2,554,288	(241,288)	110%
Operating	2,128,000	2,457,525	(329,525)	
Capital	8,000	27,354	(19,354)	
Total Non Personnel	2,136,000	2,484,879	(348,879)	116%
Total Expenditures	4,449,000	5,039,167	(590,167)	113%
Net Before Transfers	323,000	487,991	164,991	
Transfers-In - Other	0	400,000	400,000	
Transfers-In - Encumbrances	0	364,373	364,373	
Transfers-Out - Other	0	(103,534)	(103,534)	
Transfers-Out - Encumbrances	0	(259,260)	(259,260)	
Net Transfers	0	401,579	401,579	
Difference	\$323,000	889,570	\$566,570	

The University of Akron
Departmental Sales and Services
FY19 Budget Assumptions

Overall Assumptions

Payroll: Assumes three percent increase pursuant to collective bargaining agreements and a raise pool equivalent to three percent for non-represented full-time employees.

Fringes: Assumes application of the pooled rate for benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee permits.

Fund Assumptions

Self-Insurance Health Care

Revenues: Assumes University contributions to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance. Also assumes employee and retiree contributions to benefit program for coverage that requires an employee cost share or is voluntary (100 percent employee paid) such as medical, prescription drug, short-term and long-term disability, life insurance, vision, and flexible spending accounts.

Operating: Assumes the amounts expected to be paid for administrative and consulting fees.

Premiums and Claims: Assumes estimated cost for insurance premiums and self-insured claim payments related to employee benefit program. Expenditures include components such as medical, prescription drug, dental, stop loss insurance, and other ancillary benefits.

Workforce Training Solutions (Formerly UA Solutions)

Revenues: Assumes open enrollment and contract training fees revenues to support the coordination of noncredit professional development classes open to the public and to provide customized training for local companies.

Operating: Assumes expenditures such as student assistants, supplies and services, and travel and hospitality. UA Solutions will manage to ensure expenditures are limited to revenues.

New Student Orientation

Revenues: Assumes commitment fee revenues to support the activities related to orientation and first-year experience programs.

Operating: Assumes expenditures such as peer mentoring, New Roo Weekend, supplies and services, and travel and hospitality. New Student Orientation will manage to ensure expenditures are limited to revenues.

The University of Akron
Departmental Sales and Services
FY19 Budget Assumptions

English Language Institute

Revenues: Assumes externally generated revenues from non-credit courses to teach English to non-English speaking students who plan to attend a university in the United States.

Operating: Assumes expenditures such as student assistants, supplies and services, and travel and hospitality. English Language Institute will manage to ensure expenditures are limited to revenues.

Other

Revenues: Assumes about 140 smaller, revenue-generating activities such as internal Printing Services, Hearing Aid Dispensary, and Akron Polymer Technology Services Testing.

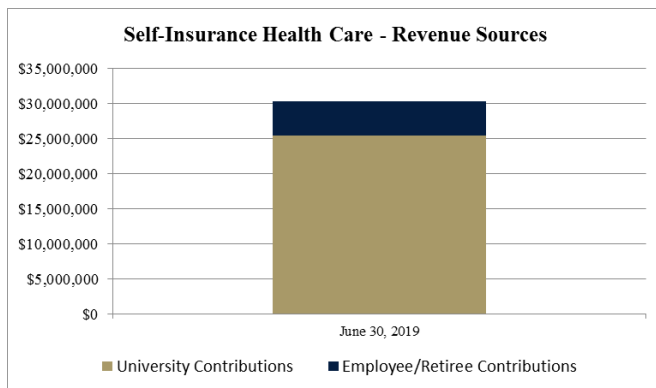
Operating: Assumes expenditures such as student assistants, cost of goods sold (Crystal Room, Computer Store, and Hearing Aid Dispensary), supplies and services, and travel and hospitality. Individual management and the units will manage to ensure expenditures are limited to revenues. In general, the units are anticipated to break even or generate a surplus.

Capital: Assumes equipment purchase related to chemistry testing activities.

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Self-Insurance Health Care

Self-Insurance Health Care actual revenues total \$30.3 million as compared to annual budgeted revenues of \$33 million. Major components of revenue include University contributions (84 percent) to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance. Revenues also include employee and retiree contributions (16 percent) to the benefit program for coverage that requires an employee cost share or is voluntary participation (100 percent employee paid) such as medical, prescription drug, short-term and long-term disability, life insurance, vision, and flexible spending accounts. Revenues are roughly 8% less than expected, largely attributable to a lower number of full-time employees than contemplated in the budget.



Payroll and fringes total \$178,000 compared to the annual budget of \$194,000.

Operating expenditures total \$287,000 for consulting and administrative services compared to the annual budget of \$158,000.

Premiums and Claims expenditures total \$26.4 million as compared to the annual budget of \$31.7 million. The variance is

attributable to reduced headcount and better than expected medical and prescription drug plan experience.

The General Fund's retiree dependent healthcare funding was sufficient without additional support; therefore, the fiscal year 2017 support in the amount of \$2.3 million was reversed and is reflected under Transfers-Out – Other.

Workforce Training Solutions (Formerly UA Solutions)

Workforce Training Solutions actual revenues from open enrollment and contract training fees total \$899,000 or 120 percent as compared to the annual budgeted revenues of \$750,000. Multiple corporate training contracts are in place during the fiscal year. Revenue exceeded budget in part due to a training contract for an 18 month period being collected prior to the completion of the entire training. As a rule, revenue is collected after the completion of the training. Workforce Training Solutions will have payroll expenditures deducted from this revenue through fiscal year 2020.

Payroll and fringes total \$432,000 or 159 percent as compared to the annual budget of \$271,000. Generally payroll costs related to contract training is incurred prior to the associated revenue being collected.

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

Operating expenditures total \$305,000 or 81 percent as compared to the annual budget of \$377,000. The principal operating expenditures include supplies and services (87 percent) related to training and instructional support.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$20,000 Transfers-In – Encumbrances represents those types of commitments. The \$34,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into fiscal year 2020.

New Student Orientation

New Student Orientation actual revenues total \$530,000 or 96 percent as compared to the annual budgeted revenues of \$551,000.

Payroll and fringes total \$230,000 or 95 percent as compared to the annual budget of \$242,000.

Operating expenditures total \$356,000 or 79 percent as compared to the annual budget of \$449,000. The principal operating expenditures include student assistants (33 percent) and Peer Mentoring and New Roo Weekend (27 percent). Total expenditures are below budget.

The \$56,000 deficit was offset by New Student Orientation carryover from fiscal year ended June 30, 2018.

English Language Institute

English Language Institute actual revenues total \$280,000 or 48 percent as compared to the annual budgeted revenues of \$580,000.

Payroll and fringes total \$294,000 or 71 percent as compared to the annual budget of \$413,000.

Operating expenditures total \$7,600 or 25 percent as compared to the annual budget of \$30,000. The principal operating expenditures include supplies and services (50 percent), communications (37 percent) and student assistants (10 percent). Total expenditures are below budget.

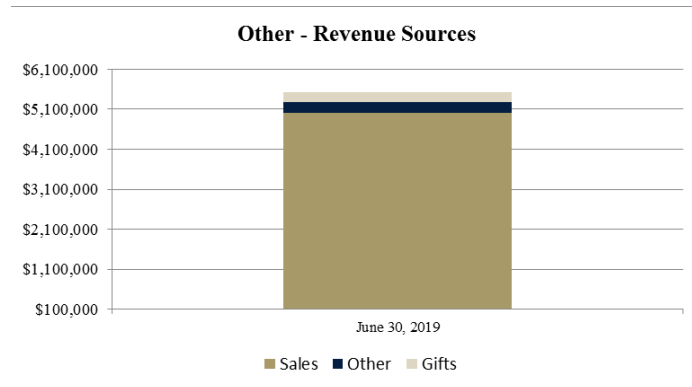
The \$22,000 deficit was offset by English Language Institute's carryover from fiscal year ended June 30, 2018.

Other

The Other departmental sales and services actual revenues total \$5.5 million or 116 percent as compared to the annual budgeted revenues of \$4.8 million. The principal revenues are generated from roughly 98 activities including Printing Services (16 percent), Hearing Aid Dispensary (six

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY19 Original Budget and Actual Results for the fiscal year ended June 30, 2019

percent), University Credit Card Program (five percent), Installment Payment Plan (five percent) and CBA Executive Education (five percent).



Payroll and fringes total \$2.6 million or 110 percent as compared to the annual budget of \$2.3 million.

Operating expenditures total \$2.5 million or 115 percent as compared to the annual budget of \$2.1 million. The primary operating expenditures are supplies and services (78 percent).

Capital expenditures total \$27,000 compared to the annual budget of \$8,000. Primary capital expenditures are related to a middle-ear analyzer for the Hearing Aid Dispensary and the purchase and servicing of equipment related to Polymer testing.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$364,000 Transfers-In – Encumbrances represents those types of commitments. The \$259,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into fiscal year 2020.

The \$400,000 Transfers-In – Other represents general fund support for the University's National Center for Education and Research on Corrosion and Materials Performance. The \$104,000 Transfers-Out – Other represents the return to the general fund of the University Credit Card Program balance and funding support for a Computer Aided Dispatch System.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Acceptance of the Financial Report for the Fiscal Year Ended June 30, 2019

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on October 9, 2019, accepting the Financial Report for the Fiscal Year Ended June 30, 2019, be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 9, 2019

FINANCE & ADMINISTRATION COMMITTEE

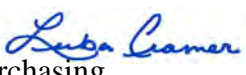
TAB 4

PROCUREMENTS FOR MORE THAN \$500,000



DATE: September 23, 2019

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Luba Cramer 
Director of Purchasing

SUBJECT: Awards Exceeding \$500,000 for Board of Trustees Consideration and Approval

As requested of me, I provide to you the following procurements, which exceed \$500,000 for Board of Trustees consideration and approval at its meeting on October 9, 2019.

1. Infrastructure Improvements - Electrical (State Capital Funds)

The Office of Capital Planning and Facilities Management is proposing an award to Hilscher-Clarke Electric Company in the amount of \$1,096,085 to replace deteriorated medium-voltage cabling and associated equipment and complete the 23KV loop to ensure stable and dependable electrical service on campus.

A project request was issued during August 2019, and four bids were received as follows:

Vendor	Bid
Hilscher-Clarke Electric Company	\$1,096,085
Thompson Electric, Inc.	\$1,117,805
Lake Erie Electric	\$1,379,150
Speelman Electric, Inc.	\$1,440,662

An award to Hilscher-Clarke Electric Company is recommended by the Office of Capital Planning and Facilities Management and the Department of Purchasing as its bid is deemed the lowest responsible bid. Should the Board approve the transaction, the vendor award will occur once the Controlling Board approves it and General Counsel completes its review for legal form and sufficiency.

I recommend that an award be made to Hilscher-Clarke Electric Company in the amount of \$1,096,085 and request approval of the Board of Trustees at its meeting on October 9, 2019.

2. **Life & Disability Insurance (General and Other Funds and Employees)**

The Inter-University Council (IUC) Purchasing Group, in conjunction with the IUC Human Resources Group, solicited bids for Life & Disability Insurance Services for calendar years 2020-2023 for active and retiree life insurance and active employee long- and short-term disability. A request for proposal was issued and nine vendors responded.

Following the analysis of the proposals, the IUC groups recommended two options:

- Securian for Life, and
- Unum for Life and/or Disability

The University's Office of Human Resources recommends an award to Unum for both life and disability insurance based upon specific pricing and service. The final terms of the master contract have been negotiated by the IUC Purchasing group and have been reviewed by the University's Office of General Counsel for legal form and sufficiency.

As reflected below, Unum has proposed a 13 percent rate decrease for active employee and retiree life insurance and status quo for accidental death and dismemberment (AD&D) and dependent life insurance.

The cost of life coverage is expected to be \$1,132,000 annually of which the University will pay approximately 60 percent while employees will pay the optional coverage, or 40 percent.

Life Insurance Coverage	Current Rate per \$1,000	Current Premium	Proposed Rate Per \$1,000	Proposed Premium
Employee Life	\$4.46	\$428,451	\$3.86	\$370,863
Employee Life (Supplemental)	\$4.46	\$755,619	\$3.86	\$654,057
Retiree Life	\$4.46	\$62,315	\$3.86	\$53,939
AD&D	\$0.22	\$34,028	\$0.22	\$34,028
Dependent Life (Opt 1)	\$20.16	\$987	\$20.16	\$987
Dependent Life (Opt 2)	\$40.32	\$19,071	\$40.32	\$19,071
Total		\$1,300,471		\$1,132,945

As reflected below, Unum has proposed a 16 percent rate decrease for active employee long-term disability insurance and a 19 percent decrease for short-term disability. The annual cost of the long- and short-term disability coverage totals \$317,000. For long-term disability, the University pays approximately 65 percent while employees will pay

the optional coverage, or 35 percent. The short-term disability is a voluntary benefit and is 100% employee paid.

Long-Term Disability Coverage	Current Rate per \$100	Current Premium	Proposed Rate Per \$100	Proposed Premium
UA Provided	\$1.76	\$169,486	\$1.52	\$144,742
Supplemental	\$6.12	\$93,222	\$5.28	\$76,472
Total		\$262,708		\$221,214

Short-Term Disability Coverage	Current Rate per \$10	Current Premium	Proposed Rate Per \$10	Proposed Premium
Under age 40	\$3.58	\$21,368	\$2.89	\$17,281
40-49	\$3.17	\$25,832	\$2.56	\$20,842
50-59	\$4.08	\$40,876	\$3.30	\$33,061
60 and over	\$5.62	\$30,870	\$4.54	\$24,933
Total		\$118,946		\$96,117

I recommend that an award be made to Unum in the amount of \$1,450,279 annually for four years and request your approval and that of the Board of Trustees at its meeting on October 9, 2019.

3. **Medical Plan 3rd Party Administrator (General and Other Funds and Employees)**

The Office of Human Resources proposes a one-year contract extension, with the option for two additional renewals, to Anthem Blue Cross & Blue Shield to continue medical plan third-party administrator services for plan year 2020 and potentially through 2022. Anthem's proposal includes no increase to administrative fees to provide medical plan administration services for the first two years, and a maximum three percent increase for the third year should the University pursue 2021 and 2022.

Final terms and conditions of the contract extension are subject to final negotiation between the parties, approval by the Office of General Counsel as to the legal form and sufficiency, and approval by you.

I recommend that an award be made to Anthem Blue Cross & Blue Shield in the amount approximating \$1,000,000 annually and request your approval and that of the Board of Trustees at its meeting on October 9, 2019.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Acceptance of Procurements for More Than \$500,000

BE IT RESOLVED, that the following recommendations presented by the Finance & Administration Committee on October 9, 2019 be approved:

Award to Hilscher-Clarke Electric Company a contract to replace medium-voltage cabling and associated equipment and complete the 23KV loop in the amount of \$1,096,085.

Award to Unum a contract for active and retiree life insurance and active employee long- and short-term disability insurance in the annual amount of \$1,450,279 for four years 2020-2023).

Award to Anthem Blue Cross & Blue Shield a one-year contract extension, with the option for two additional renewals, to continue medical plan third-party administrator services for plan year 2020 and up through 2022, in the annual amount of approximately \$1,000,000.

M. Celeste Cook, Secretary
Board of Trustees

October 9, 2019

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

REAL ESTATE

- a) FORMER BALLET CENTER**
- b) 503 VINE STREET**
- c) PROPERTY TRANSACTION
AUTHORITY**




**Office of the Vice President &
General Counsel**

Akron, OH 44325-4706
t: 330-972-7753
f: 330-384-2611
e: jreilly@uakron.edu

Date: September 27, 2019

To: Nathan J. Mortimer
Vice President, Finance & Administration/CFO

From: John J. Reilly 
Associate Vice President and Deputy General Counsel

Subject: Disposition of the former Ballet Center and 503 Vine Street and
Authorization for the Vice President for Finance and Administration/CFO
to conduct property transactions.

Please find attached two resolutions to authorize the disposal of real property currently owned by the University and commonly referred to as the "Ballet Center" and "503 Vine Street." Although the Board of Trustees has provided verbal authorization for the disposition of these properties, the Ohio Department of Administrative Services has advised me that it would prefer that their record include formal authorization by the Board of Trustees. The attached resolutions provide such authorization.

Also attached is a third resolution, which authorizes the Vice President for Finance and Administration/CFO to obtain, exchange and/or dispose of real and improved property, subject to: (a) the written approval of the Chair of the Board of Trustees, the Chair of the Finance and Administration Committee of the Board of Trustees, and the President; (b) review as to legal form and sufficiency by the Office of General Counsel; and (c) approval by the state of Ohio Department of Administrative Services. This authority will enable the University administration to manage property matters timely and efficiently as opportunities occur. This authorization expires in June, 2021 and all transactions must be reported back to the Board of Trustees.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Pertaining to the Disposition of the Former Ballet Center

WHEREAS, The University of Akron (the "University") is the owner of certain real and improved property that is referred to as the "Ballet Center," which property is located at 354 East Market Street, Akron, OH 44304 and consists of Permanent Parcel Number 68-41381; and

WHEREAS, The University has determined that the Ballet Center is no longer essential to its mission; and therefore, it is no longer necessary for the University to retain ownership of the Ballet Center; Now, Therefore,

BE IT RESOLVED, That the Office of the Vice President for Finance and Administration/CFO and the Office of General Counsel are authorized to coordinate with the State of Ohio, Department of Administrative Services ("DAS"), to dispose of the Ballet Center in a manner acceptable to the University and DAS; and

BE IT FURTHER RESOLVED, That the University Administration is authorized to execute such documents as may be necessary to conclude the transaction, subject to the approval by the President and review for legal form and sufficiency by the Office of General Counsel; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO will report back to the Board of Trustees at its next meeting following conclusion of the transaction.

M. Celeste Cook, Secretary
Board of Trustees

October 9, 2019

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Pertaining to the Exchange of 503 Vine Street for
496-502 Vine Street

WHEREAS, The University of Akron (the “University”) is the owner of certain real property that collectively is referred to as “503 Vine Street” and consists of Permanent Parcel Numbers 67-07618, 67-07619, and 67-07620; and

WHEREAS, The Lone Star Alumni Association (“Lone Star”) is the owner of certain real and improved property located at 496-502 Vine Street (the “Lone Star Property”), which consists of Permanent Parcel Numbers 67-45192 and 67-60586; and

WHEREAS, The Lone Star Property’s location better meets the future needs of the University because its location is contiguous to other properties owned by the University; and

WHEREAS, Lone Star is willing to exchange the Lone Star Property for 503 Vine Street in a mutually beneficial transfer of ownership; Now, Therefore,

BE IT RESOLVED, That the Office of the Vice President for Finance and Administration/CFO and the Office of General Counsel are authorized to coordinate with the State of Ohio, Department of Administrative Services ("DAS"), to exchange 503 Vine Street for the Lone Star Property in a manner acceptable to the University and DAS; and

BE IT FURTHER RESOLVED, That the University Administration is authorized to execute such documents as may be necessary to conclude the transaction, subject to review for legal form and sufficiency by the Office of General Counsel; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO will report back to the Board of Trustees at its next meeting following conclusion of the transaction.

M. Celeste Cook, Secretary
Board of Trustees

October 9, 2019

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Pertaining to the Acquisition, Exchange, and Disposition of
Real and Improved Property

WHEREAS, The University of Akron (the "University") periodically reviews its need for space and facilities on its campus in relation to the performance of its mission; and

WHEREAS, From time to time, the University may determine that certain real and improved property no longer is critical to its mission, and/or that certain real and improved property is better suited to meet the needs of the University's mission; and

WHEREAS, The University desires to be able to manage these needs in a timely and efficient manner; Now, Therefore,

BE IT RESOLVED, That the Vice President for Finance and Administration/CFO is authorized to obtain, exchange and/or dispose of real and improved property, subject to the written approval of the Chair of the Board of Trustees, the Chair of the Finance and Administration Committee of the Board of Trustees, and the President; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO is authorized to execute such documents as may be necessary to conclude the transaction, subject to review for legal form and sufficiency by the Office of General Counsel and consistent with the requirements of the State of Ohio and its Department of Administrative Services; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO will report back to the Board of Trustees at a future meeting soon following the conclusion of the transaction; and

BE IT FURTHER RESOLVED, That such authority is effective upon the approval of this resolution through June 30, 2021, unless otherwise revoked, modified, or extended by the Board.

M. Celeste Cook, Secretary
Board of Trustees

October 9, 2019

FINANCE & ADMINISTRATION COMMITTEE

TAB 6

OUTSOURCED CHIEF INVESTMENT OFFICER (OCIO)



DATE: September 23, 2019

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Sarah M. Chapman
Director, Treasury Services

SUBJECT: Outsourced Chief Investment Officer (OCIO) Search

As requested of me, I provide to you the accompanying resolution for Board of Trustees consideration and action at its meeting on October 9, 2019. The resolution authorizes the Vice President for Finance & Administration/CFO to select an Outsourced Chief Investment Officer (OCIO), subject to review and approval as to legal form and sufficiency by the Office of General Counsel. As you prefer to do, the resolution has you informationally reporting the decision to the Board of Trustees at a future meeting.

The resolution further anticipates that you will work with the selected OCIO to review and update, as needed, the Investment Policy Statement (Policy) and formally return to the Board of Trustees at a future meeting for its consideration and action on the Policy.

Human Resources
Akron, OH 44325-4733
330-972-6134 Office • 330-972-2323 Fax

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Pertaining to the Pre-Authorization to Select
an Outsourced Chief Investment Officer and Investment Policy Statement

WHEREAS, The University of Akron and The University of Akron Foundation have been conducting a joint search for an Outsourced Chief Investment Officer to manage the University's and Foundation's endowments, respectively; and

WHEREAS, The Vice President for Finance and Administration/CFO is seeking authorization to make an OCIO selection for The University of Akron at the completion of the process and informationally report that decision to the Board of Trustees at a future Board meeting; and

WHEREAS, The Vice President for Finance and Administration/CFO shall work with the selected OCIO to review and update, as needed, the Investment Policy Statement and formally bring the updated Investment Policy Statement to the Board of Trustees at a future meeting for its consideration and action; Now, Therefore,

BE IT RESOLVED, That the Vice President for Finance and Administration/CFO is authorized to act as necessary to select an Outsourced Chief Investment Officer, subject to review and approval as to legal form and sufficiency by the Office of General Counsel; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO will informationally report back to the Board of Trustees at an upcoming meeting regarding the University decision for the Outsourced Chief Investment Officer.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 7

DEFINED CONTRIBUTION PLANS: ADMINISTRATIVE AND FIDUCIARY OVERSIGHT



DATE: September 23, 2019

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Sarah J. Kelly
Associate Vice President for Human Resources/CHRO

SUBJECT: The University of Akron's Defined Contribution Plans

As requested of me, I provide to you the accompanying resolution for Board of Trustees consideration and action at its meeting on October 9, 2019. The resolution designates the Vice President for Finance & Administration/CFO as the University's defined contribution plan administrator and fiduciary. As such, the Vice President for Finance & Administration (or comparable role should the title change in the future) will serve as the plan administrator, who has the authority to oversee and direct the management and administration of the University's defined contribution plans.

In recent years, employer-sponsored defined contribution plans (e.g., 401k and 403b plans) have become subject to increased scrutiny. Non-Public sector plan sponsors have also been subject to a growing number of unfavorable litigation outcomes which resulted in alleged failures that plan sponsors did not exercise enough fiduciary oversight. These issues raised concern for many public employers, including The University of Akron and the passage of the resolution will help ensure the University fulfills its fiduciary responsibilities.

As you know, the Inter-University Council Risk Management & Insurance Consortium (IUC-RMIC) supported a request for proposal process that secured Cammack Associates to help member institutions develop approaches to address the various concerns. As a result of the process, The University of Akron engaged Cammack Associates.

Human Resources
Akron, OH 44325-4733
330-972-6134 Office • 330-972-2323 Fax

THE UNIVERSITY OF AKRON

RESOLUTION 10- - 19

Administrative and Fiduciary Oversight of Defined Contribution Plans
Sponsored by The University of Akron

WHEREAS, The University of Akron (the “University”) sponsors and maintains the following defined contribution plans (Plans):

- (i) The University of Akron Alternative Retirement Plan (“ARP”), a defined contribution plan under section 401(a) of the Internal Revenue Code of 1986, as amended, (the “Code”);
- (ii) The University of Akron 403(b) Tax Sheltered Annuity Program (“403(b) Plan”), a defined contribution plan under Code Section 403(b);
- (iii) The University of Akron Qualified Governmental Excess Benefit Arrangement (“415(m) Plan”), a defined contribution plan under Code Section 415(m);
- (iv) The University of Akron 457(b) Deferred Compensation Plan (“457(b) Plan”), a defined contribution plan under Code Section 457(b); (collectively the “Retirement Plans”); and

WHEREAS, As the sponsor and administrator of the Plans, the University has certain fiduciary and administrative responsibilities, and must act for the exclusive benefit of the Plans and their beneficiaries;

WHEREAS, The Board of Trustees recognizes that the University acts as a fiduciary, insofar as it exercises discretion for administration and oversight of its Plans; and

WHEREAS, The Board of Trustees desires to delegate these fiduciary and administrative plan oversight responsibilities to the Vice President for Finance & Administration and Chief Financial Officer (“VP for Finance”) or comparable University role should the title ever change, and to delegate to the Finance Committee of the Board of Trustees, the fiduciary oversight and monitoring to the VP for Finance; Now, Therefore,

BE IT RESOLVED, Pursuant to Sections 1.1 and 3.4 of the ARP, the Board of Trustees designates the VP for Finance to fulfill the duties and have the powers of the Employer under the ARP; and

BE IT FURTHER RESOLVED, Pursuant to Adoption Agreement, Section 2(c), and Basic Plan Document, Section 1.3, of the 403(b) Plan, the Board of Trustees designates the VP for Finance as the Administrator under the 403(b) Plan; and

BE IT FURTHER RESOLVED, Pursuant to Section 6.1 of the Plan Document of the 415(m) Plan, the Board of Trustees designates the VP for Finance as the Administrator under the 415(m) Plan; and

BE IT FURTHER RESOLVED, Pursuant to Section 3.01 of the 457(b) Plan Document, the Board of Trustees designates the VP for Finance as the Plan Administrator under the 457(b) Plan; and

BE IT FURTHER RESOLVED, The Board of Trustees designates fiduciary oversight and monitoring of the VP for Finance to the Finance Committee of the Board of Trustees; and

BE IT FURTHER RESOLVED, The VP for Finance is hereby authorized to take such actions that he or she deems necessary or advisable, and to utilize necessary University personnel and resources, to perform the fiduciary and administrative duties delegated to him or her pursuant to this resolution; and

BE IT FURTHER RESOLVED, The VP for Finance shall report to the Finance Committee of the Board of Trustees regarding the Plans at least annually.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 8

NAMING OPPORTUNITIES

**a) THE DR. FLORENCE L. DENMARK
GALLERY OF SOCIAL CHANGE**

**b) THE LYNN RODEMAN METZGER
GALLERIES**



DATE: October 9, 2019

TO: Paula D. Neugebauer, Coordinator
Office of the Board of Trustees

FROM: Terrie L. Sampson 
Director, Development Stewardship

SUBJECT: Proposed Resolutions for Naming gallery spaces in The Drs. Nicholas and Dorothy Cummings Center for the History of

Please find attached two resolutions detailing recommended actions to name separate galleries in the Drs. Nicholas and Dorothy Cummings Center for the History of Psychology; one in honor of Dr. Florence Denmark and the other in memory of Dr. Lynn Rodeman Metzger.

Dr. Denmark, a renowned psychologist and member of the Cummings Center Advisory Board, provided funding for the creation of the Psychology of Social Change Gallery. This gallery features wall-oriented exhibits, which highlight images, text and objects associated with psychologists whose work has made a substantial impact on human society.

The second resolution is to name the rotating gallery space in the Cumming Center in memory of Dr. Lynn Rodeman Metzger, a University of Akron alumna, benefactor and long-time educator and mentor, who was instrumental in creating the University's archeology department. The gallery is a single room on the fourth floor which can be configured into distinct gallery spaces.

These proposed naming recommendations are appropriate and consistent with the University's Named Gift and Endowment Opportunities Policy Statement, Guidelines and Procedures.

Department of Development
Akron, Ohio 44325-2603
330-972-7238 (Office) 330-972-3800 (Fax)

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Pertaining to the Naming of
The Dr. Florence L. Denmark Gallery of Social Change

WHEREAS, Dr. Florence L. Denmark is a member of advisory board for The Drs. Nicholas and Dorothy Cummings Center for the History of Psychology at The University of Akron; and

WHEREAS, As a Founding Fellow of the Cummings Center, Dr. Florence L. Denmark has provided significant support to the Center and the National Museum of Psychology, including for the creation of a gallery in the on-campus museum; and

WHEREAS, The gallery features wall-oriented exhibits, which highlight images, text and objects associated with psychologists whose work has made a substantial impact on human society; and

WHEREAS, Dr. Florence L. Denmark is an internationally recognized psychologist, scholar, researcher, and policy maker, who is considered to be a pioneer in the psychology of women, and who previously served as president of multiple professional organizations, including the New York State Psychological Association, the American Psychological Association, and the International Council of Psychologists, and served as the American Psychological Association's representative to the United Nations; and

WHEREAS, Dr. Florence L. Denmark is the first woman to graduate as a double honors major in history and psychology from the University of Pennsylvania, where she also earned her doctoral degree in social psychology; and,

WHEREAS, Dr. Florence L. Denmark has held academic positions at Queens College, Hunter College and the Graduate School of the City University of New York, and is the retired emeritus Robert Scott Pace Distinguished Professor of Psychology at Pace University in New York; Now, Therefore,

BE IT RESOLVED, That the Psychology of Social Change Gallery in the National Museum of Psychology within the Drs. Nicholas and Dorothy Cummings Center for the History of Psychology be named The Dr. Florence L. Denmark Gallery of Social Change in honor of Dr. Florence L. Denmark's support for, and dedication to the Cummings Center for the History of Psychology.

M. Celeste Cook, Secretary
Board of Trustees

October 9, 2019

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Pertaining to the Naming of the
Lynn Rodeman Metzger Galleries

WHEREAS, Dr. Lynn Rodeman Metzger received bachelor's and master's degrees in history from The University of Akron, and a Ph.D. in anthropology from Case Western Reserve University; and,

WHEREAS, Dr. Lynn Rodeman Metzger, a cultural anthropologist, taught and mentored University of Akron students for more than 30 years, and was instrumental in developing and promoting the University's archeology program and providing outreach to community organizations to evaluate their cultural resources; and

WHEREAS, Dr. Lynn Rodeman Metzger, a noted scholar and researcher, co-authored two books, "Joe's Place" and "Canal Fever," and edited a third, titled "Along the Towpath;" and

WHEREAS, Dr. Lynn Rodeman Metzger, and her husband, Edward Metzger, established two funds at the University, which were combined in 2017 to form The Lynn Rodeman Metzger Endowed Curatorship in Anthropology. The fund supports a curator position at The Oak Native American Gallery housed within the Institute for Human Science and Culture at The Drs. Nicholas and Dorothy Cummings Center for the History of Psychology; and

WHEREAS, The Institute for Human Science and Culture contains a rotating gallery space on the newly renovated fourth floor of the Cummings Center for the History of Psychology, which provides special exhibit and presentation space for students in the Institute's museum certificate program; Now, Therefore,

BE IT RESOLVED, That the rotating gallery space in the Institute for Human Science and Culture be named the Lynn Rodeman Metzger Galleries in her memory.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 9

GIFTS



DATE: September 23, 2019

TO: Kimberly M. Cole
Vice President, Advancement
Executive Director, The University of Akron Foundation

FROM: Terrie L. Sampson 
Director, Development Stewardship

SUBJECT: Gift attainment for Fiscal Year 2020 (July 1 – August 31, 2019)

Attached are gift attainment charts for fiscal year 2020. **Attachment A** details giving through cash, pledges due, bequests received, as well as gifts-in-kind from University of Akron constituents for the first two months of the fiscal year from July 1, 2019 to August 31, 2019.

Of note:

- Total attainment from July 1, 2019 to August 31, 2019 is \$2,214,126.
- Giving by alumni increased nearly 92 percent in the first two months of fiscal year 2020 over the same time period in fiscal year 2019.
- New donors to The University of Akron provided \$241,256 in the first two months of fiscal year 2020, with 53 percent of that total coming from alumni, 31 percent from friends and 16 percent from corporations, organization and foundations.

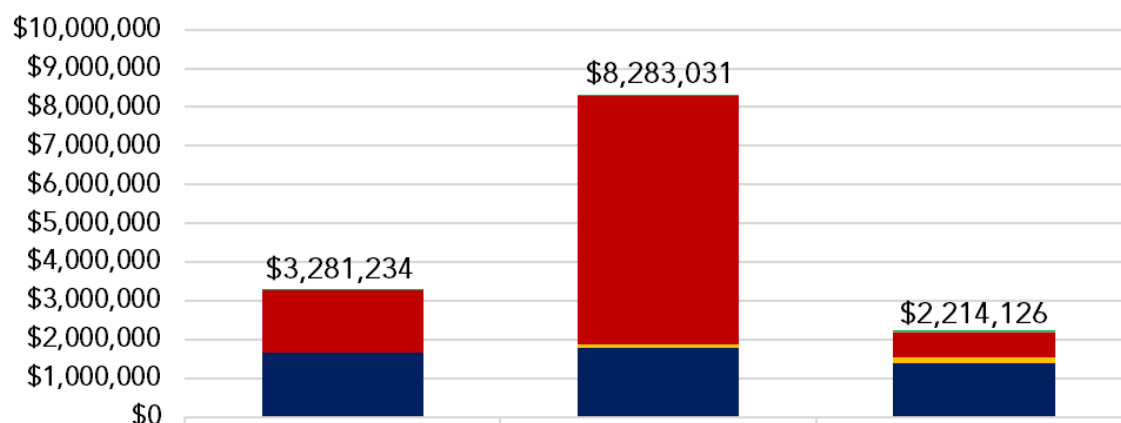
With your approval, I request submission of this report to the Board of Trustees for approval at its October 9, 2019.

Department of Development
Akron, Ohio 44325-2603
330-972-7238 (Office) 330-972-3800 (Fax)

Attachment A

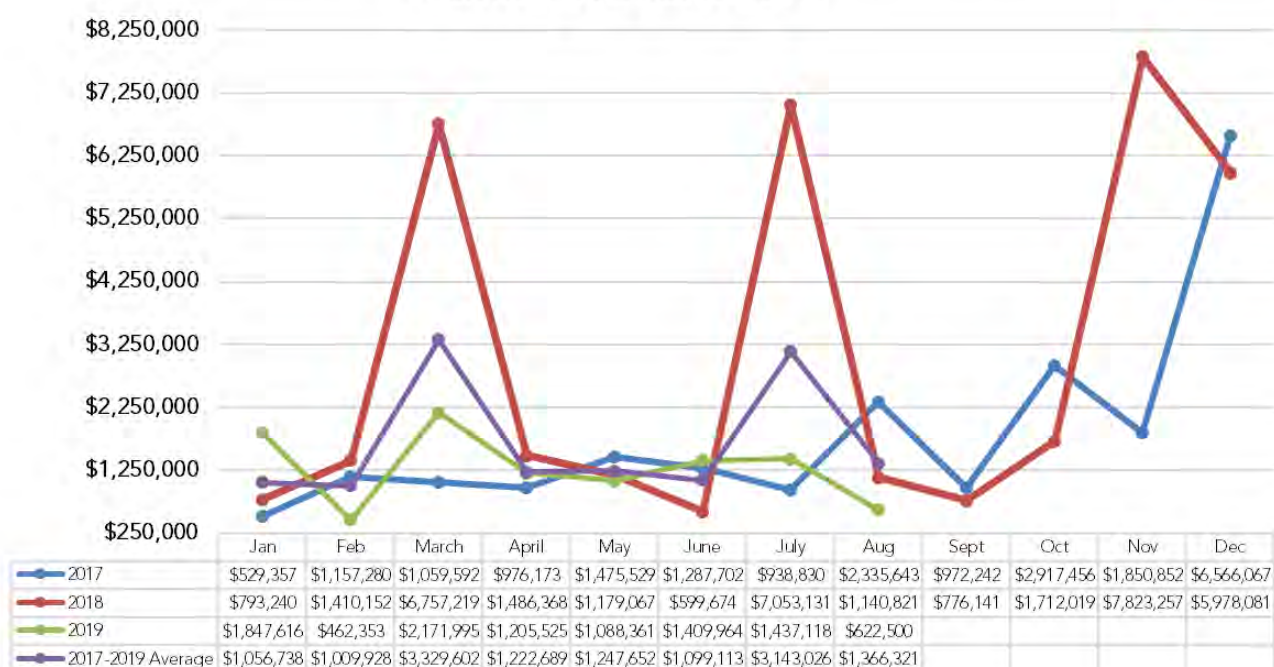
DEPARTMENT OF DEVELOPMENT FY 2020 Attainment July 1, 2019 through August 31, 2019

The University of Akron and The University of Akron Foundation Gifts and Pledges July 1 - August 31 | FY2018 - FY2020



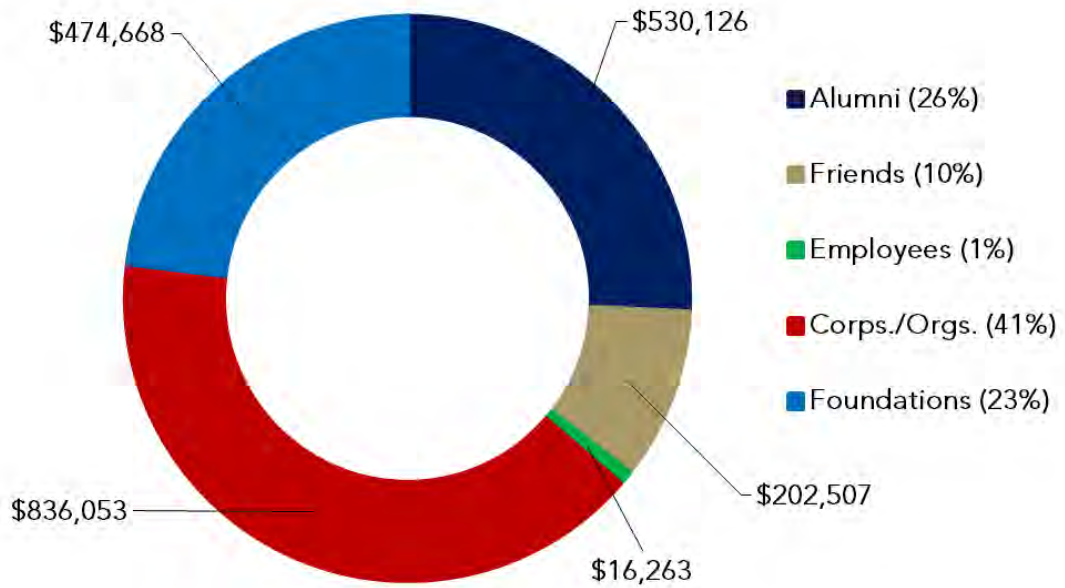
	2017-18	2018-19	2019-20
Gifts-in-Kind - all others	\$5,250	\$20	\$84
Gifts-in-Kind - corporate*	\$6,100	\$3,200	\$23,501
Bequests received	\$1,602,385	\$6,403,323	\$647,610
Pledges due	\$0	\$88,483	\$154,508
Cash	\$1,667,499	\$1,788,005	\$1,388,423

The University of Akron and The University of Akron Foundation Monthly Trend Report - Giving Calendar Years 2017 - 2019

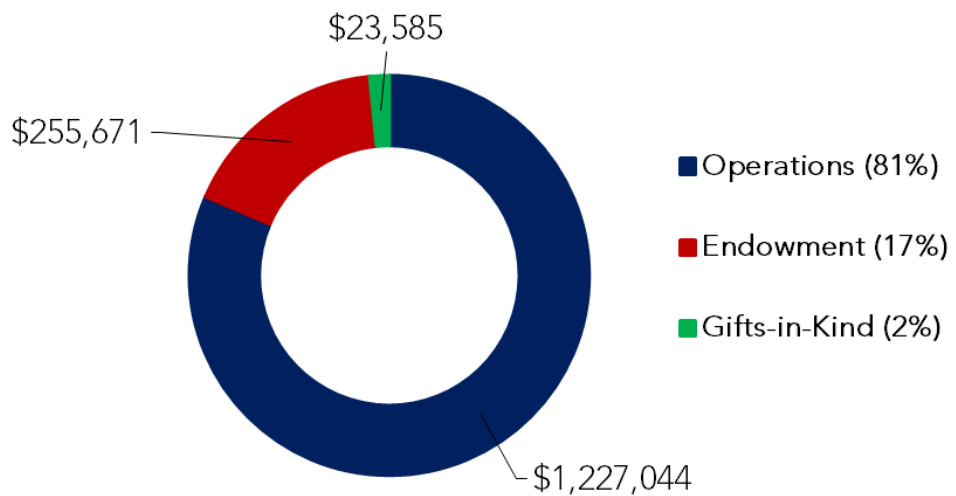


Attachment A

The University of Akron and The University of Akron Foundation
Giving by Constituent Type
July 1 - August 31, 2019 | FY 2020

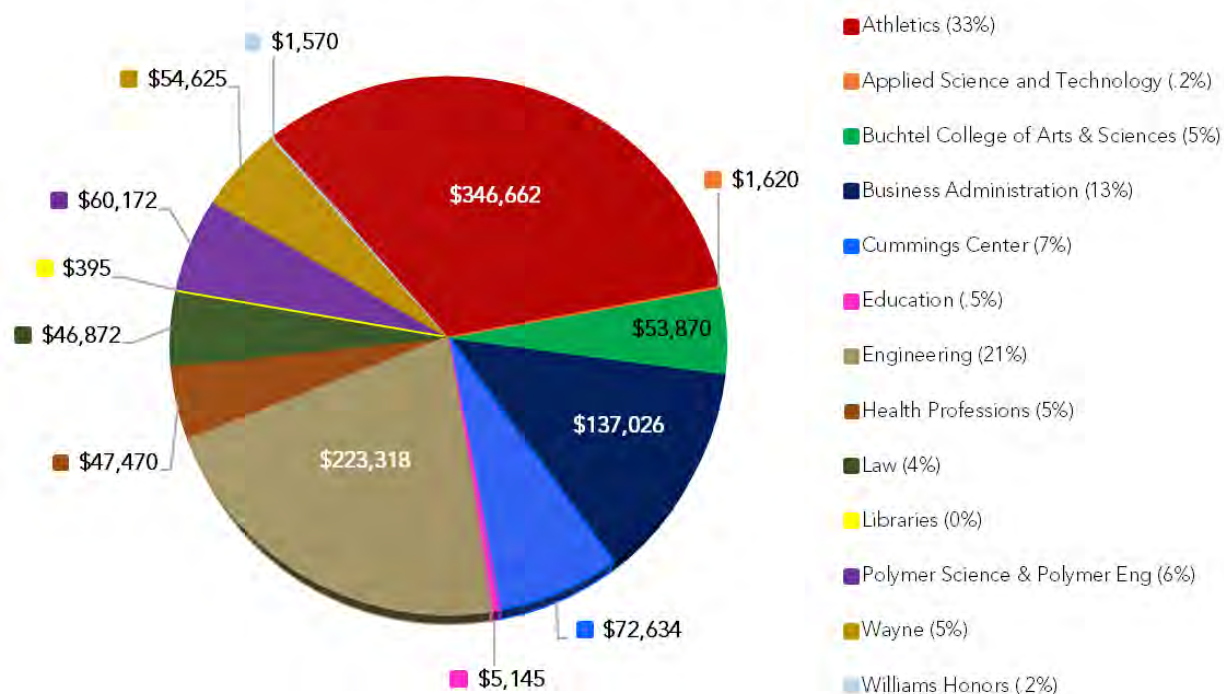


The University of Akron and The University of Akron Foundation
Gifts by Classification Type
July 1 - August 31, 2019 | FY 2020

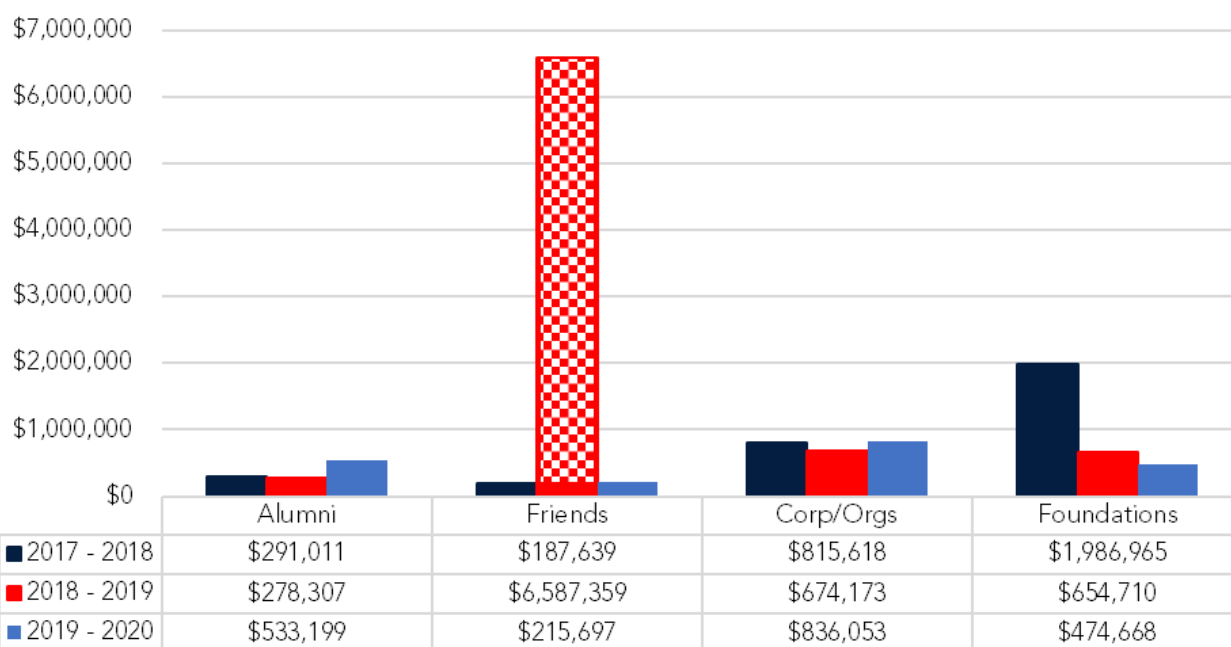


Attachment A

The University of Akron and The University of Akron Foundation Gifts (no pledges) by Academic Area July 1 - August 31, 2019 | FY 2020



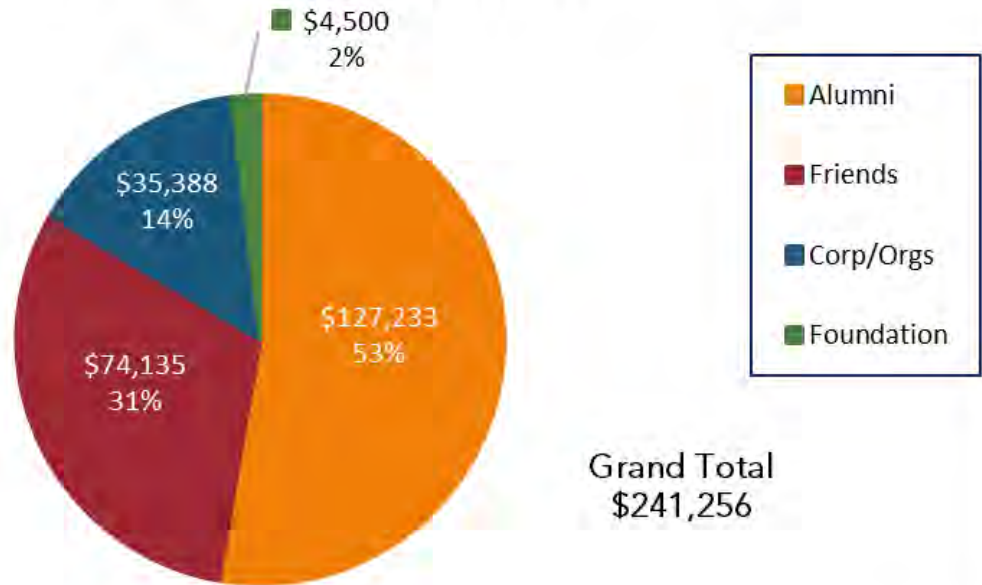
The University of Akron and The University of Akron Foundation Gifts by Constituent Type July 1 - August 31 | FY 2018 - FY 2020



Distributions from Jean Hower Taber estate (\$6,371,603)

Attachment A

The University of Akron and The University of Akron Foundation
Total Giving by New Donors
July 1 - August 31, 2019 | FY 2020



THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Acceptance of Gift Income Report for July 2019 through August 2019

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on October 9, 2019, pertaining to acceptance of the Gift Income Report for July 2019 through August 2019, be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 9, 2019

FINANCE & ADMINISTRATION COMMITTEE

TAB 10

INFORMATIONAL PURCHASE REPORTS

a) \$25,000 TO \$500,000



DATE: September 16, 2019

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Luba Cramer 
Interim Director of Purchasing

SUBJECT: Board Informational Report: Purchases Between \$25,000 and \$500,000

The following purchases, all of which were entered into following University policy, were made subsequent to the last meeting of the Board of Trustees.

The accompanying Reports for July and August 2019 are submitted for the Board's information.

Department of Purchasing
Akron, OH 44325-9001
330-972-5965 Office • 330-972-5564 Fax

The University of Akron
Purchases Between \$25,000 and \$500,000
July 2019
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Blackboard Inc.	99222	\$ 253,162	Student Financial Aid Call Center Services
	Oracle America Inc.	98847	209,852	Hardware and Software Support FY20
	Schindler Elevator Corporation	99129	127,781	Digital Drive Replacements for Elevators (3)
	Davis Printing Company Inc.	B2034097	125,000	Blanket PO for Admissions Printing and Mailing Services
	Adobe Systems Inc.	99203	101,500	Adobe License Agreement Renewal
	Greenleaf Family Center	B2088020	100,000	Blanket PO for Transcriber Services
	Greater Akron Deaf Services Inc.	B2087568	85,000	Blanket PO for Interpreting Services
	Treasurer State of Ohio	B2011443	75,000	Blanket PO for FBI Fingerprinting and Background Checks
	Inter-University Council of Ohio	99209	72,239	IUC Membership Dues FY20
	CDW Government Inc.	99185	69,143	WebEx Renewal
	Certified Pest Control	B2088356	66,989	Blanket PO for Pest Control Services
	Cargill Inc.	B2089053	57,000	Blanket PO for Bulk Road Salt
	Polaris Recruitment Communications	B2091976	55,000	Blanket PO for Job Advertising Services
	Vickie L. Sayre, CPA	99070	55,000	Financial Reporting and Other Services for FY20
	Gardiner Service Company LLC	B2085092	50,000	Blanket PO for Chiller Repair
	Subtotal		\$ 1,502,666	
Auxiliary	Metro Regional Transit Authority	B2090652	\$ 350,000	Blanket PO for METRO Regional Authority
	Survoy's Superior Service Inc.	B2088967	125,000	Blanket PO for Dining Services Refrigeration Equipment Repair Services
	Firestone Country Club	B2015488	78,000	Blanket PO for Equipment and Events
	Millcraft Paper Co. Inc.	B2051746	59,000	Blanket PO for Paper Stock and Printing Supplies
	General Parts LLC	B2089562	55,000	Blanket PO for Dining Services Heating Equipment Repair Services
	Ticketmaster LLC	99045	52,500	Hosting and Maintenance Services for ARCHTICS April 2019 through May 2019
	Lakefront Lines Inc.	99125	51,330	Football Team Travel Charter Bus Service
	ALS Commercial Parts & Service Inc.	B2094995	50,000	Blanket PO for Dining Services Refrigeration/Cooler Services
	Nagel Advertising	B2093826	50,000	Blanket PO for EJ Thomas PAH Advertising Services
	Subtotal		\$ 870,830	
Grant	Nikon Instruments Inc.	99068	\$ 38,025	Nikon Microscope and Accessories for Chemistry
Restricted	WKYC	99163	\$ 120,000	Kaulig/UA TV Spotlight Campaign July 1, 2019 through December 31, 2019
	WKYC	98336	60,638	Kaulig/UA TV Spotlight Campaign April 1, 2019 through June 30, 2019
	Subtotal		\$ 180,638	
	Total		\$ 2,592,159	

Note 1: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.

The University of Akron
Purchases Between \$25,000 and \$500,000
August 2019
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	EAB Global Inc.	99391	\$ 380,597	Student Marketing Programs for 2019-2020
	D2L Ltd.	99359	275,400	D2L Learning Annual Fees and End User Support for 2019-2020
	Ohio State University	99385	190,368	OARnet Fees and Internet Access for FY20
	Carl Zeiss Microscopy LLC	99261	67,057	Petrographic Microscopes (6)
	LaMar Companies	99341	60,183	Blanket PO for Digital Billboards
	Oracle America Inc.	99428	60,000	Peoplesoft Upgrade Lab Consulting Service
	Subtotal		\$ 1,033,605	
Auxiliary	Bob McCloskey Agency LLC	99314	\$ 180,076	Basic Athletic Insurance Renewal for 2019-2020
	PTS Automotive LLC	B2080944	150,000	Blanket PO for Maintenance for ROO Buses & Other Vehicles
	Oracle America Inc.	99428	140,000	Peoplesoft Upgrade Lab Consulting Services
	US Bank Equipment Finance	B2083788	106,000	Bizhub Press Printing and Overage Charges
	LaMar Companies	99341	60,183	Blanket PO for Digital Billboards
	Akron Civic Theatre	B2093948	56,659	Consulting Services for External Programming
	OES Inc.	99275	50,962	Parts for InfoCision Stadium Scoreboard
	Aetna Integrated Services	B2095336	50,000	EJ Thomas Custodial Services
	Subtotal		\$ 793,880	
Grant	Mettler Toledo AutoChem Inc.	99260	\$ 75,500	Polymer Science Infrared Spectrometer
Plant	Hummel Construction Company	98413	\$ 96,248	Carriage House Structural Repairs Labor and Materials
	APG Office Furnishings	99245	34,484	CBA Corbin Financial Lab Furniture
	Subtotal		\$ 130,732	
		Total	\$ 2,033,717	

Note 1: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.

Note 2: The PO for LaMar Companies, PO 99341 totaled \$120,366 with portions charged to the General Fund and Auxiliary Fund in the amounts of \$60,183 and \$60,183, respectively.

Note 3: The PO for Oracle America Inc., PO 99428 totaled \$200,000 with portions charged to the General Fund and Auxiliary Fund in the amounts of \$60,000 and \$140,000, respectively.

FINANCE & ADMINISTRATION COMMITTEE

TAB 10

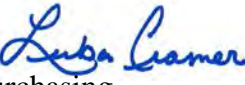
INFORMATIONAL PURCHASE REPORTS

b) UNIVERSITY P-CARDS



DATE: September 23, 2019

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Luba Cramer 
Director of Purchasing

SUBJECT: Board Informational Report: University Issued Credit Card (P-Card)

As requested of me, I provide to you the following informational report for you to share with the Board of Trustees at its meeting on October 9, 2019.

P-Card Program

The below summary is a follow-up to the informational report that was presented at the Board of Trustees meeting on June 12, 2019.

As you know, The University of Akron (University), as part of the IUC-PG, awarded the P-Card program to Bank of America Merrill Lynch (BAML). Effective July 1, the University transitioned to BAML.

The Department of Purchasing's (Department) goal is to balance the needs of the University and users to the number of needed P-Cards and to ensure the P-Card program is utilized responsibly in accord with University policies. The following table reflects the change in University issued P-Cards:

Type of P-Card	Previously Outstanding JPMChase	Currently Outstanding BAML	Goal
Individual	1,350	785	650
Department	0	143	170

The Department will continue to monitor the usage of cards and recommend cancellation of seldom used cards and will continue to increase the implementation of departmental cards as it makes business sense which will reduce the overall number of individual P-Cards.

In addition, the Department will begin, once again, to randomly audit transactions and cards for compliance. These activities will be in addition to system notifications and reminders issued by Card Integrity which is the software used to monitor credit card activity.

FINANCE & ADMINISTRATION COMMITTEE

TAB 11

CAPITAL PROJECTS REPORT



INTEROFFICE CORRESPONDENCE
Capital Planning and Facilities Management
EXT - 8316 FAX - 5838

TO: Nathan J. Mortimer, CPA
Vice President of Finance and Administration/CFO

FROM: Misty M. Villers, CPA *M. Villers*
Assistant to the VP/Fiscal Officer, CPMF

DATE: September 6, 2019

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of August 31, 2019.

Accompanying please find the following sections for the Capital Planning & Facilities Management report:

- A. Status of Projects \$100,000 or larger
- B. Change Orders
- C. Photos of Select Projects

Project Deliver Methods:

- General Contracting (GC) – A design-bid-build process in which the owner selects an Architect/Engineer (A/E) to fully document the project criteria and design prior to bidding. The lowest responsive and responsible GC (single prime) is awarded the contract. The owner holds a single contract with the GC.
- Multiple Prime Contracting – A design-bid-build process in which the owner selects an A/E to fully document the project criteria and design prior to bidding. Multiple packages are separately bid and awarded to the lowest responsive and responsible prime contractors. The owner holds all prime contracts and is responsible for coordination during construction.
- Design/Build (DB) – A single entity is hired through a best value selection process to deliver a complete project. The owner's criteria and design intent is documented by a separate criteria architect. The design is completed by the DB entity and a guaranteed maximum price is provided to the owner prior to bidding. The DB entity bids to prequalified subcontractors and holds all subcontracts for construction.
- Construction Manager at Risk (CMR) – A contractor is hired through a best value selection process during the design phase. The owner's criteria and full design is documented by a separate A/E. CMR provides a guaranteed maximum price to the owner prior to bidding. The CMR bids to prequalified subcontractors and holds all subcontracts for construction.




SECTION

A

**Status of Projects
\$100,000 or larger**















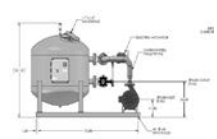

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
ASEC Advisor Suite (General Contracting)	\$365,000 Donations <u>168,000</u> Local <u>\$533,000</u> Total		Construct five advisor offices and reception area. Renovate conference room. <u>Construction schedule: 12/2018 - 09/2019.</u>		Construction 90% complete.
ASEC Vivarium Air Handler Replacement (Design/Build)	\$1,200,000 State Capital Funds		Replace vivarium air handler. <u>Construction schedule: TBD</u>		Request For Qualifications received 08/2019. Short-list will be developed soon.
Baseball Field Renovation (General Contracting)	\$1,400,000 Donations include a firm pledge in the amount of \$400,000 plus \$300,000 that will be secured by Athletics		Sitework including drainage and installation of artificial turf. <u>Construction schedule: 08/2019 - 12/2019.</u>		Construction 1% complete.
Field House Turf Replacement (General Contracting) (BOT Approval: 06/12/19)	\$400,000 The University of Akron Foundation				
Buckingham Building Renovation (General Contracting)	\$1,600,000 State Capital Funds		Upgrade HVAC system and fire alarm. Select interior renovations to include relocation of Academic Achievement Programs from Ayer Hall. <u>Construction schedule: 01/2020 - 07/2020.</u>		Design in progress.
Carriage House Structural and Roof Replacement (General Contracting)	\$165,000 Donations		Repair structural beams, columns, floor joist, concrete slabs, exterior walls and replace roof. <u>Construction schedule: 05/2019 - 11/2019.</u>		Structural repairs complete. Roof begins 09/2019.
CBA Addition (CMR) (BOT Approval: 04/18/18)	\$4,551,000 Donations <u>900,000</u> Local <u>\$5,451,000</u> Total Donations include firm pledges in the amount of \$87,000		12,000 sf addition with classrooms, offices and learning commons and 2,300 sf renovations in existing CBA building. <u>Construction schedule: 07/2018 - 09/2019.</u>		Construction 95% complete.
Crouse/Ayer Hall Consolidation (CMR) (BOT Approval: 04/10/19)	\$23,000,000 State Capital Funds		Rehabilitate/addition to Crouse Hall. Abate and raze Ayer Hall. Green space portion of existing Ayer Hall footprint. <u>Construction schedule: 08/2020 - 07/2022.</u>		Design in progress. CMR contract in progress.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.




 Project over budget or delayed.
 Project within budget and on schedule.
 Project substantially complete and/or closeout underway.





PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
EJ Thomas Lighting Upgrades (General Contracting)	\$215,000 Local Funds		Replace lobby lighting with LED and install accent theatrical lighting. <u>Construction schedule: 09/2019 - 10/2019.</u>		Construction begins 09/2019.
Elevator Upgrades (General Contracting) (BOT Approval: 12/05/18)	\$1,500,000 State Capital Funds		Upgrade four elevators in Bierce Library, Kolbe Hall, and Auburn Science Engineering Center. <u>Construction schedule: 05/2019 - 01/2020.</u>		Kolbe Hall complete. Bierce Library 40% complete. ASEC 1% complete.
Energy Center Boiler Controls (General Contracting)	\$320,000 Local Funds		Replace HTHW boiler controls at Energy Center. <u>Construction schedule: TBD</u>		Specifications review in progress.
Gallucci Residence Hall Abatement, Razing, and Green Space (Multiple Prime Contracting) (BOT Approval for abatement 02/13/19 & razing 04/10/19)	\$2,000,000 State 270,000 Local <u>\$2,270,000</u> Total (\$2M State Capital Funds)		Abate and raze structure. Site restoration to create green space. <u>Construction schedule: 03/2019 - 05/2020.</u>		Abatement and razing complete. Foundations and pier removal begins 09/2019. Greenspace to begin 04/2020.
General Lab Renovations (Design/Build) (BOT Approval: 04/13/16 Phase I & 02/14/18 Phase II)	\$4,000,000 State Capital Funds		Cosmetic repair / upgrades of teaching and laboratory casework and finishes. Phase I: Knight Chemical Laboratory. Phase II: Goodyear Polymer building, Olson Research Center, and Auburn Science and Engineering Center.		Closeout in progress.
Infrastructure Improvements - Electrical (General Contracting)	\$1,400,000 State Capital Funds		Campus electrical improvements. <u>Construction schedule: 11/2019 - 10/2020.</u>		Bids due 09/2019.
Infrastructure Improvements - Vaults (General Contracting) (BOT Approval: 08/14/19)	\$1,400,000 State Capital Funds		Replace Martin Fountain vault and rework Computer Center vault. <u>Construction schedule: 10/2019 - 08/2020.</u>		Construction begins 10/2019.
Institute for Human Science & Culture (CMR) (BOT Approval: 02/14/18)	\$5,000,000 Donations 200,000 State <u>\$5,200,000</u> Total (\$200K State Capital Funds) Donations include firm pledges in the amount of \$258,000		Renovate third and forth floors of Roadway building including building boilers.		Closeout in progress.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.




PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
IT Cabling and Network Switches (Design/Build) (BOT Approval: 06/12/17 & 02/13/19)	\$6,564,000 State Capital Funds		Phase I: network edge access equipment and two-way radio system from analog to digital. Phase II: Upgrade cabling/wiring network connectivity in numerous buildings. <u>Schedule Phase II: 09/2019 - 06/2020.</u>		Phase II construction begins 09/2019.
Kolbe Hall Chiller Replacement (General Contracting)	\$350,000 State Capital Funds		Replace roof top chiller. <u>Construction schedule: 11/2019 - 04/2020.</u>		Design in progress.
Martin Center Boutique Hotel (Private Developer)	\$14,000,000 Estimate Private Developer		Convert Martin Center into a Boutique Hotel. <u>Construction schedule: 10/2019 - 03/2021.</u>		Developer design in progress. Historical tax credits approved.
Medina Lab Renovation (General Contracting) (BOT Approval: 08/14/19)	\$434,000 State <u>413,000 Local</u> <u>\$847,000 Total</u> (\$434K State Capital Funds)		Renovate existing surgical technology lab to support biology, chemistry, and human anatomy/physiology. <u>Construction schedule: 08/2019 - 01/2020.</u>		Construction is 1% complete.
Polsky Building Industrial Control Systems Test Bed (General Contracting)	\$310,000 Donations		Renovate Polsky 466 for the Musson Industrial Control Systems Test Bed program.		Closeout in progress.
Roadway Building Air Handler Replacement (General Contracting)	\$200,000 Local Funds		Replace (3) air handler units serving the basement and first floor of Roadway Building. <u>Construction schedule: TBD</u>		Design in progress.
Roof Replacements (General Contracting) (BOT Approval: 02/13/19)	\$1,100,000 State Capital Funds		Roof replacements/repairs to Carroll and Forge Street substations, Guzzetta Hall, Mary Gladwin Hall, and Computer Center. <u>Construction schedule: 05/2019 - 10/2019.</u>		Forge Street 95% complete. Carroll Street 90% complete. Mary Gladwin Hall 80% complete. Guzzetta Hall 45% complete. Computer Center 0% complete.
Sand Filtering System (General Contracting)	\$120,000 Local Funds		Install (2) closed loop pump & filter packages for chilled water storage tank. <u>Construction schedule: 09/2019 - 10/2019.</u>		Equipment received. Installation 09/2019.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

 Project over budget or delayed.
 Project within budget and on schedule.
 Project substantially complete and/or closeout underway.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
Sumner Street Bridge Replacement (General Contracting) (BOT Approval: 04/10/19)	\$1,400,000 State Capital Funds		Replace Sumner Street Bridge. <u>Construction schedule: 05/2019 - 10/2019.</u>		Construction 65% complete.
West Campus Parking Deck Repairs (General Contracting) (BOT Approval: 06/12/19)	\$1,600,000 Local Funds		Repairs to the West Campus Parking Deck. <u>Construction schedule: 07/2019 - 12/2019.</u>		Construction 40% complete.
Whitby Hall Air Handler and Roof Replacement (Design/Build) (BOT Approval: 02/13/19)	\$1,200,000 State Capital Funds		Replace air handler and roof. <u>Construction schedule: 10/2019 - 04/2020.</u>		GMP for construction in progress.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

 Project over budget or delayed.
 Project within budget and on schedule.
 Project substantially complete and/or closeout underway.

SECTION

B

Change Orders

SECTION B**CHANGE ORDERS PROCESSED FROM JULY 1, 2019 THROUGH AUGUST 31, 2019****CARRIAGE HOUSE STRUCTURAL REPAIRS**

001-01	Joist repair and manlift rental	<u>\$1,800</u>
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CBA ADDITION

012-01	Storefront flashing changes	\$8,893
013-01	Add (2) roller shades	981
014-01	Temporary propane gas for portable heaters until permanent gas line installed	9,024
015-01	New fire shaft wall door	1,249
016-01	Existing corridor and computer lab finishes	99,166
017-01	Add (2) data drops for room 180	377
018-01	Add custom window shade enclosures	2,524
019-01	Sawcut foundations not shown on drawings	4,476
020-01	Add AV equipment	111,668
		<u>\$238,357</u>

ELEVATOR UPGRADES

002-01	Replace 480V breaker	<u>\$1,414</u>
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GALLUCCI RESIDENCE HALL ABATEMENT, RAZING AND GREEN SPACE

002-01	Modify contract times	<u>\$0</u>
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GENERAL LAB RENOVATION

003-01	Correct exhaust issues with new hood	<u>\$1,425</u>
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POLSKY BUILDING ICS TEST BED

001-01	Furnish/install data	\$9,309
002-01	Allowance credit	(5,000)
		<u>\$4,309</u>

SUMNER STREET BRIDGE REPLACEMENT

003-01	Electric relocation and AC breaker box	<u>\$1,365</u>
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Net	<u><u>\$248,670</u></u>
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SECTION

C

Photos of Select Projects

ASEC Advisor Suite



ASEC Vivarium Air Handler Replacement



Baseball Field Renovation



Buckingham Building Renovation



Carriage House Structural and Roof Repairs



CBA Addition



CBA Addition



CBA Addition



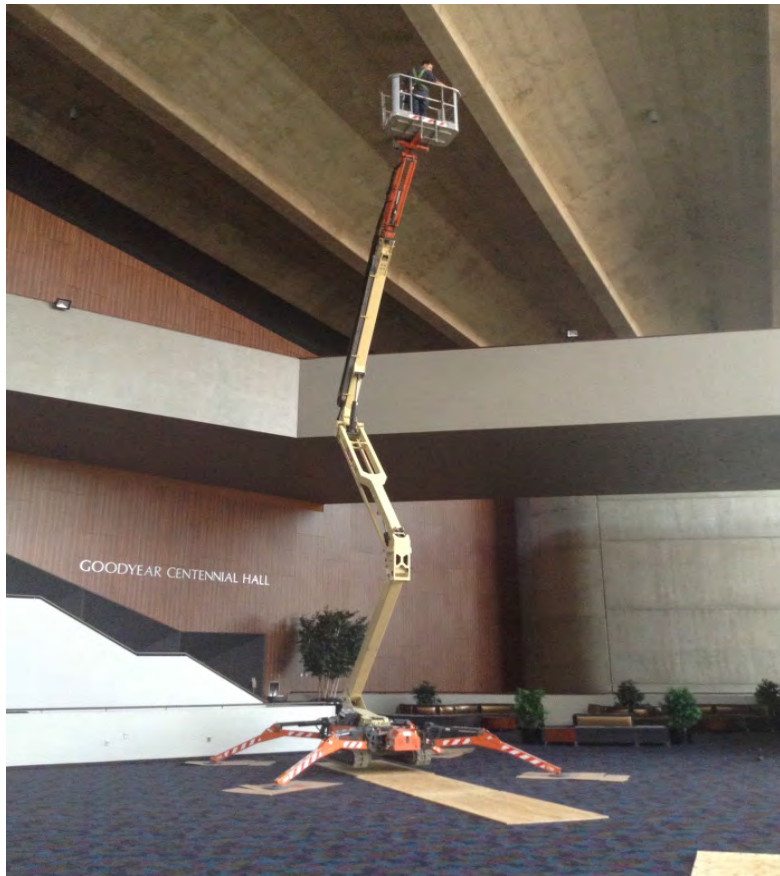
CBA Addition



Crouse/Ayer Hall Consolidation



EJ Thomas Lighting Upgrades



EJ Thomas Lighting Upgrades



Elevator Upgrades - Bierce



Elevator Upgrades - Kolbe



Elevator Upgrades – Auburn Science and Engineering Center



Gallucci Residence Hall Abatement, Razing, and Green Space



Gallucci Residence Hall Abatement, Razing, and Green Space



Infrastructure Improvements - Electrical



Infrastructure Improvements – Vault Martin Fountain



Infrastructure Improvements – Vault Computer Center



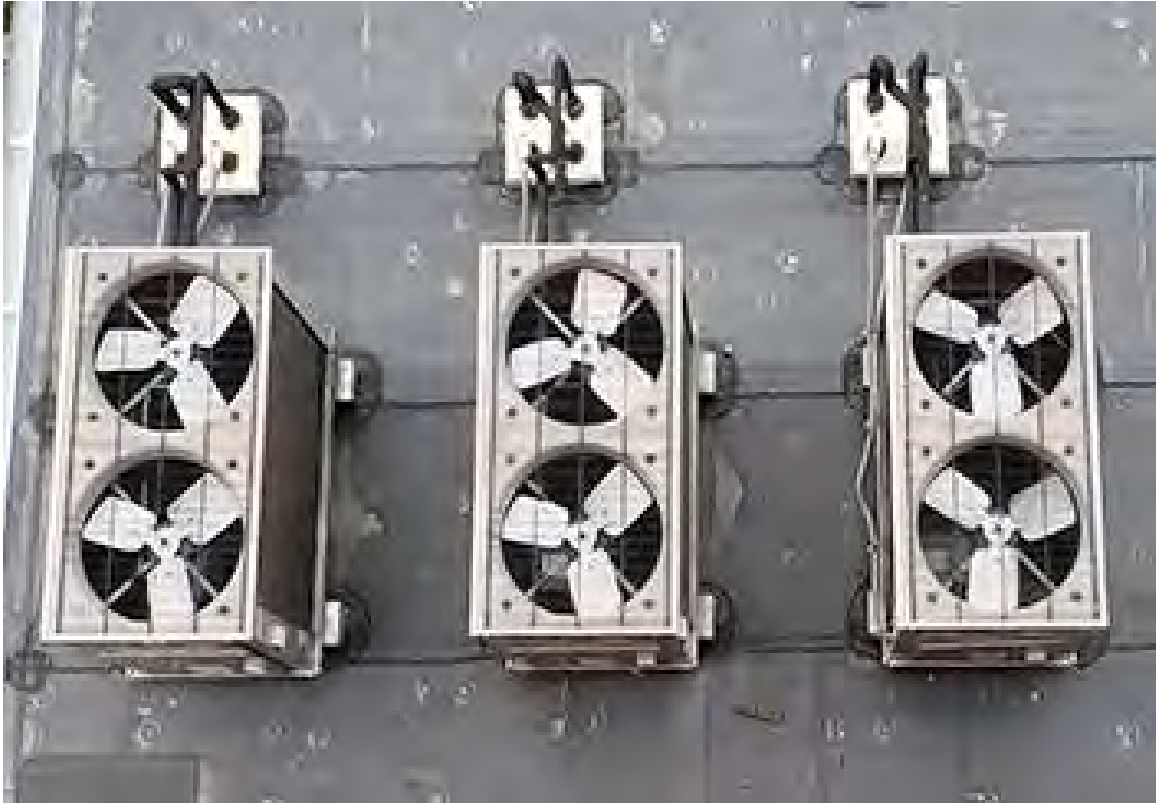
Kolbe Hall Chiller Replacement



Polsky Building Industrial Control Systems Test Bed



Roadway Building Air Handler Replacement



Roof Replacement Carroll Street Substation



Roof Replacement Forge Street Substation



Roof Replacement Guzzetta Hall – Lower Level



Roof Replacement Mary Gladwin Hall



Sumner Street Bridge Replacement



West Campus Parking Deck Repairs



West Campus Parking Deck Repairs



Whitby Hall Air Handler and Roof Replacement



FINANCE & ADMINISTRATION COMMITTEE


TAB 12

INFORMATION TECHNOLOGY REPORT



DATE: September 11, 2019

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: John Corby 
Chief Information Officer

SUBJECT: ITS Informational Report for the Board of Trustees

As requested of me, I provide the accompanying report of the IT Projects and Activities for the Board of Trustees information at its October 9, 2019 meeting. The accompanying report includes:

- Update on Projects and Activities
- Completed Projects and Activities
- Planned Projects and Activities
- Tabled Projects and Activities

Information Technology Services

Informational Report for the Board of Trustees

October 9, 2019

Prepared effective August 31, 2019



Information Technology Services

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None	10

UPDATE ON PROJECTS AND ACTIVITIES

<p><i>Wired Network Upgrade</i></p>	<p>Start date: September 2016</p> <p>Funding: \$1,650,000 General Fund; \$1,300,000 State Capital Funds</p> <p>Description: Redesign and replace campus wired network to increase performance, reliability, and support of new technologies.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Sept 2016 – Dec 2017 updated to Feb 2018) Install new campus core network alongside existing network. (Completed) • Phase 2 (Jan 2018 – Dec 2018 updated to Sept 2018) Install new wired end user access network. (Completed) • Phase 3 (Jan 2018 – May 2019 updated to Oct 2018 – Dec 2019) Migrate, cleanup, and cutover; remove legacy equipment. <p>Targeted completion: May 2019 updated to December 2019</p>
<p><i>Campus Cable Upgrade</i></p>	<p>Start date: August 2017</p> <p>Funding: \$4,800,000 State Capital Funds</p> <p>Description: Upgrade cabling to modern specifications. Install additional cabling to support the campus network needs.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Aug 2017 – Sept 2017 updated to Dec 2017) Selection of Criteria Project Engineer; planning and estimation of upgrade efforts. (Completed) • Phase 2 (Dec 2017 – Sept 2018) Criteria Documents Production. (Completed) • Phase 3 (Oct 2018 – Jan 2019) Design Builder (DB) Selection. (Completed) • Phase 4 (Feb 2019 – May 2019 updated to July 2019) DB preconstruction services, GMP negotiations. (Completed) • Phase 5 (June 2019 – Feb 2020 updated to Aug 2019 – April 2020) Construction. <p>Targeted completion: February 2020 updated to April 2020</p>

*Business Intelligence and
Analytics Initiatives*

Start date: August 2017

Funding: \$190,000 General Fund

Description: Migrate and enhance business intelligence and analytics solutions to facilitate the University's growing needs. One initiative is to migrate the existing "Zipreports" developed on Hyperion Analytics, which is at end of life, to Oracle Analytics. The second initiative will help establish the use of predictive analytics related to student success using Oracle analytics technology.

Milestones:

- Zipreports Migration (Aug 2017 – June 2019 updated to Dec 2019)
 - Setup environment, define scope and timeline. (Completed)
 - Train core team and deploy. (Completed)
 - Rewrite core Zipreports (QuickReports). (Completed)
 - Train department data owners.
 - Shutter Hyperion Analytics.

Targeted completion (Zipreports): June 2019 updated to December 2019

- Student Insights Program (July 2018 – Dec 2018 updated to Sept 2019)
 - Define objectives and measures. (Completed)
 - Build student risk and early alert models integrating with UA data sources. (Completed)
 - Train, implement, and provide access to users.

Targeted completion (Student Insights): December 2018 updated to September 2019

<p><i>Curriculum Management and Catalog Implementation</i></p>	<p>Start Date: May 2018</p> <p>Funding: \$359,000 General Fund</p> <p>Description: Implement a curriculum management and academic catalog system to support program and curriculum design and development to create more responsive learning opportunities for students.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 - Academic Catalog (May 2018 – Aug 2018) <ul style="list-style-type: none"> – Initial setup of academic catalog for fall 2018. (Completed) • Phase 2 – Academic Catalog (Aug 2018 – June 2019) <ul style="list-style-type: none"> – Enhanced setup of academic catalog. (Completed) • Curriculum Management (Aug 2018 – June 2019 updated to Sept 2019) <ul style="list-style-type: none"> – Setup curriculum proposal system. – Archive proposals from legacy system. – Decommission legacy proposal system. <p>Targeted Completion: June 2019 updated to September 2019</p>
<p><i>IT Business Continuity and Disaster Recovery Implementation</i></p>	<p>Start date: August 2018</p> <p>Funding: \$48,000 General Fund</p> <p>Description: Identify and prioritize key business systems and recovery time objectives. Evaluate options for providing disaster recovery and business continuity.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Aug 2018 – April 2019) – Work with campus administration and stakeholders to identify key priorities for disaster recovery and business continuity. (Completed) • Phase 2 (Aug 2018 – April 2019 updated to Aug 2019) – Evaluate and implement required colocation facility and/or cloud infrastructure services. (Completed) • Phase 3 (May 2019 updated to Aug 2019 – Dec 2019) – Conduct ongoing test and refinement of disaster recovery preparedness. <p>Targeted completion: December 2019</p>

<i>Service Desk Enhancements</i>	<p>Start date: January 2019</p> <p>Funding: \$7,500 General Funds</p> <p>Description: Effort consists of two initiatives which will enhance the end user experience related to the ITS Service Desk. The first initiative is to upgrade the existing Footprints ticket management system allowing for self-service capability. The second initiative will leverage “chat bot” technology provided through existing Microsoft Azure licensing to automate answers to user questions.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Footprints Ticket Management Upgrade. (Jan 2019 – Jan 2020) • ChatBot development and deployment. (July 2019 to Nov 2019) <p>Targeted completion: January 2020</p>
<i>Ohio Cyber Range Implementation</i>	<p>Start date: February 2019</p> <p>Funding: \$1,180,000 State Funds</p> <p>Description: Provide standup and integration support to the Ohio Cyber Range. Assist with procurement and installation of hardware and provide connectivity and configuration support for the new environment.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Hardware delivery and installation. (July 2019 to Aug 2019) (Completed) • Software installation and configuration. (Aug 2019 to Oct 2019) <p>Targeted completion: October 2019</p>
<i>Internet Border Bandwidth and Security Improvements</i>	<p>Start date: March 2019</p> <p>Funding: \$150,000 General Fund</p> <p>Description: Increase border bandwidth capability to 100Gbps, build out backup fiber circuit, implement new border firewalls, and provision OARnet’s DoS service. These improvements will position the University to fully support the Ohio Cyber Range, as well as other services requiring high speed internet connectivity.</p> <p>Targeted completion: October 2019</p>
<i>Advising Notes Migration</i>	<p>Start date: May 2019</p>

	<p>Funding: None</p> <p>Description: Migrate the GradesFirst application to Oracle technology including PeopleSoft Campus Solutions Advising along with Oracle Analytics. Migration will allow for the elimination of licensing for GradesFirst providing an annual savings approximating \$90,000.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Setup functionality within PeopleSoft Advising and Oracle Analytics. • Transfer existing data from GradesFirst into PeopleSoft. • Begin using new functionality in PeopleSoft and Oracle Analytics. • Discontinue use of GradesFirst. <p>Targeted completion: October 2019</p>
<p><i>Managed Voice over IP (VoIP) Service Migration</i></p>	<p>Start date: June 2019</p> <p>Funding: To be determined</p> <p>Description: Migrate from legacy on-premise Public Branch Exchange (PBX) to a cloud hosted and managed VoIP service. This migration will improve the quality of service for telephone calls and voicemail, as well as control or even reduce costs.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (June 2019 – Oct 2019) Release RFP, select vendor and define implementation strategy and timeline. • Phase 2 (Oct 2019 – Dec 2020) Implementation. <p>Targeted completion: December 2020</p>

<p><i>Two Factor Authentication Implementation</i></p>	<p>Start date: July 2019</p> <p>Funding: \$47,000 General Fund</p> <p>Description: Provide capability for two factor authentication for faculty and staff with access to privileged PeopleSoft functions. This will provide an additional layer of protection to prevent account compromises.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Implement and pilot with IT staff. (July 2019 – Oct 2019) • Rollout to employees within certain functional areas. (Nov 2019 – Jan 2020) • Rollout to remaining employees within remaining functional areas. (Feb 2020 – May 2020) <p>Targeted completion: May 2020</p>
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COMPLETED PROJECTS AND ACTIVITIES

Computer Refresh for Full-Time Contract Professionals, Staff, and Remaining Faculty

Start date: March 2019

Funding: \$600,000 General Fund

Description: Replaced 460 employee desk and laptop computers for full-time contract professionals, staff, and some remaining faculty members. Desktop and laptop computers purchased more than five (5) years ago were replaced with new equipment. The new equipment provides users with more current technology, capabilities, and will feature stronger security standards.

Completed: August 2019

Legacy Regional Network Migration to Commodity Internet

Start date: May 2019

Funding: None

Description: Migrated legacy regional wide area network connectivity from proprietary, fee-based, technologies to standard connection technologies. This migration improves reliability of services and provides annual savings approximating \$140,000.

Completed: August 2019

PLANNED PROJECTS AND ACTIVITIES

Cloud-Based Security Information and Event Management System (SIEM) Implementation

Anticipated start date: October 2019

Funding: To be determined

Description: Deployment of Microsoft Azure Sentinel for security event logging and analysis which will help to prevent security breaches and reduce the impact of security events.

Milestones

- Pilot deployment for limited services. (Oct 2019 – Jan 2020)
- Configure and log relevant applications and services. (Feb 2020 – June 2020)
- Develop alerts and workflows. (July 2020 – Aug 2020)
- Automate alerts and workflows. (Sept 2020 – Dec 2020)

Anticipated completion: December 2020

Security Access Directory Consolidation

Anticipated start date: October 2019

Funding: None

Description: Consolidate several customized identity and authentication services to a single service through existing licensing with Microsoft Azure Directory Services. This consolidation will provide greater agility, efficiency, and management of security access for constituents requiring access to systems and services.

Milestones

- Identify and map existing services. (Oct 2019 – Dec 2019)
- Add new authentication and federation services to aid migration. (Jan 2020 – Mar 2020)
- Migrate from legacy authentication provider to new infrastructure. (Apr 2020 - Aug 2020)

Anticipated completion: August 2020

<p><i>Computer Refresh for Eligible Full-Time Contract Professionals, Staff, and Faculty</i></p>	<p>Anticipated start date: November 2019</p> <p>Funding: \$100,000 General Fund</p> <p>Description: A reoccurring initiative to replace aged employee desk and laptop computers for eligible full-time employees. Primary desktop and laptop computers purchased more than four (4) years ago will be replaced with new equipment. The new equipment will provide more current technology, capabilities, and will feature stronger security standards.</p> <p>Anticipated completion: May 2020</p>
<p><i>Cloud Enterprise Resource Planning (ERP) System Migration</i></p>	<p>Anticipated start date: To be determined</p> <p>Funding: To be determined</p> <p>Description: Investigate migration from the Oracle-PeopleSoft and supporting third-party systems to a cloud-based enterprise resource planning (ERP) system to better manage and automate the University's financial, human resource, and student administration functions, provide an improved user experience for employees, students, faculty, and other users with enhanced security features and capabilities.</p> <p>Targeted completion: To be determined</p>

TABLED PROJECTS & ACTIVITIES

None

FINANCE & ADMINISTRATION COMMITTEE

TAB 13

ADVANCEMENT REPORT

DIVISION OF ADVANCEMENT

DEVELOPMENT

GIFTS

CLINE FAMILY HELPS STUDENT-ATHLETES BY CREATING LEADERSHIP ACADEMY

Through a generous gift commitment, alumni Keith A. Cline, Jr. '92, '02, and Stephanie L. Cline '94 recently created the "Keith A. Jr. and Stephanie L. Cline Athletics Leadership Academy."

The academy will provide coaches and staff the tools to make a difference in the lives and careers of University of Akron student-athletes. It will offer them year-round opportunities for advancement in five key areas: leadership training, career development, community engagement, personal enrichment and letter winner engagement.

As part of the Leadership Academy, the Varsity "A," the University's letter winners' association, will be integrated into the academy. Members will be asked to mentor the University's more than 500 student-athletes. The Department of Athletics also will be partnering with academic departments across campus to provide experiential learning and leadership development opportunities for student-athletes through the academy.

Keith is president & CEO of CorePoint Lodging Inc., which owns a portfolio of 310 hotels throughout the United States. He earned two UA degrees; a B.S. in accounting in 1992 and an MBA in 2002.

Stephanie earned a B.S. in social work from UA in 1994. She volunteers for several charitable organizations that focus on military veterans, spouses and caregivers, the abolishment of human trafficking and current social and political issues.

The Clines reside in Southlake, Texas, with their children, Evan, Brandon, Logan, and Lauren.



MERCURY PLASTICS FUNDS THE COLLEGE OF ENGINEERING'S DIVERSITY AND INCLUSION EFFORTS

The College of Engineering recently received a generous donation from Mercury Plastics, a Middlefield, Ohio-based company that provides custom thermoplastic products to the appliance, automotive, construction and plumbing markets.

Their donation supports the college's diversity and inclusion programs and funds the Mercury Plastics Scholarship, an award given to a student member of the Increasing Diversity in Engineering Academics (IDEAs) Program or Women in Engineering Program. This is Mercury's first gift to The University of Akron and The College of Engineering.

"We value a diverse and inclusive workforce and believe it is critical to see more representation in the engineering profession," says Jay Burnett, president of Mercury Plastics. "We look forward to playing a role in the success of the exceptional engineering talent at The University of Akron."



From left to right:

Shawnn Foster, engineering student; Suzanne LaRocca, Director of Human Resources, Mercury Plastics; Dr. Craig Menzemer, Interim Dean of the College of Engineering; Heidi Cressman, Director of the Diversity and Inclusion Program, UA College of Engineering; Kim Cole, UA Vice President of Advancement; Ben Sabat, mechanical engineering technology student; Jay Burnett, President of Mercury Plastics.

SCHOLARSHIP IN HONOR OF FATHER HELPS FISHER INSTITUTE

Mr. Stephen C. Reymann fully endowed The Clement L. Reymann Scholarship for the Fisher Institute for Professional Selling with a recent gift. As a CBA graduate, Steve continuously and generously supports the University's CBA and athletics programs.

This scholarship was created in memory and honor of Steve's father, Clement L. Reymann. Mr. Reymann was a highly decorated U.S. Navy aviator, who in service to his country during World War II, was awarded the Navy Cross, Distinguished Flying Cross, and Air Medal with two gold stars. This scholarship provides financial assistance to junior or senior students pursuing professional sales careers, the career path Mr. Reymann pursued after his time in active combat.

NEW EMERGENCY FUND FOR STUDENTS

The Alan and Janice Woll Endowment for Zips in Need was established in 2019 to support UA students facing emergency financial circumstances. Alan and Janice established this fund to help students overcome obstacles as they work toward degree completion. Funds from the Endowment are split between The Alan and Janice Woll Fund for Retention Scholarship and The Alan and Janice Woll Fund for ZipAssist.

Alan and Janice are both UA alumni. Alan earned a Bachelor of Arts in Political Science in 1969, during which time he played two-years on the Zips Football team. In 1971, Janice earned a Master's Degree in Education, specializing in reading and counseling.



Janice and Alan Woll

SUPPORT FROM THE SCHAEFFLER GROUP BENEFITS ENGINEERING CAR DESIGN TEAMS

The Schaeffler Group recently provided support for The University of Akron College of Engineering to help the Formula Combustion team, Formula Electric team, Rocket team, Aero team, Baja team, Human Powered Vehicle team, and the Robotics team.

Schaeffler delivers high-precision components and systems in engine, transmission, and chassis applications, as well as rolling and plain bearing solutions for a large number of industrial situations.

NEW LIGHTING AT E.J. THOMAS HALL



Lights are shining brighter at E.J. Thomas Performing Arts Hall, thanks to a recent gift from The Edwin J. Thomas Foundation.

The Foundation's gift was used for an improvement project to replace the existing 1970s lobby lighting with longer life, high efficiency LED fixtures.

THE FRED A. LENNON CHARITABLE TRUST FUNDS "SWAGELOK SCHOLARS"

The Fred A. Lennon Charitable Trust is completing a five-year commitment to fund "Swagelok Scholars"—mechanical engineering scholarships—and renovations in the Swagelok Career Center in the Auburn Science and Engineering Center. Top academic students are eligible for two years of scholarship, which comes with an invitation to meet with senior Swagelok management and to interview for co-op placement.

On Sept. 13th, Swagelok Scholars enjoyed a campus lunch with the Swagelok leadership team. Swagelok executives expressed how impressed they continue to be with UA's engineering students.



Dr. Craig Menzemer, Interim Dean of the College of Engineering, with Joel Feldman, VP of Swagelok Engineering.



Swagelok Scholars: Vema Wamba, Jack Svonovec and Schuyler Spivey.



Ward Dumm, VP of Swagelok Operations (second from right) with Swagelok Scholars Nadine Salem, Amari Gambrell, Kareemat Melaiye and Lillian Gonzalez.

ENGINEERING STUDENTS BENEFIT FROM THE LEHNER FAMILY FOUNDATION

The Lehner Family Foundation recently established an endowed engineering scholarship in memory of Otto, Marie, Charles and Jane Lehner. It recognizes their dedication to supporting the local community. This scholarship will be awarded to a student pursuing an engineering degree at The University of Akron.

DR. KENNETH DOBBINS ENDOWS SCHOLARSHIP IN MEMORY OF HIS WIFE

On the one year anniversary of his wife's passing, Dr. Kenneth Dobbins fully endowed The Mrs. Jeanine Larson-Dobbins Endowed Scholarship. Dr. Dobbins also made a gift in order to award the scholarship immediately. This scholarship honors and continues Jeanine's legacy and passion for education.

Ken and Jeanine were married for almost 47 years, leading and educating wherever they went. The Mrs. Jeanine Larson-Dobbins Endowed Scholarship is available to members of The Eta Chapter of Delta Gamma, of which Jeanine was a member and resided in the house on the UA campus. First consideration will be given to students enrolled in The LeBron James Family Foundation College of Education followed by students enrolled in the College of Business Administration.

THE EVANS FOUNDATION CREATES SCHOLARSHIP FOR BUSINESS STUDENTS

The Evans Foundation generously contributes each year to support The Evans Foundation Scholarships. The Evans family has a long, successful history in the city of Akron, with several generations attending The University of Akron. Their scholarships support financially needy, full-time students who have demonstrated high scholastic ability, good citizenship, promise, and leadership abilities. Preference is given to students enrolled in the College of Business Administration.

CAMEOS OF CARING RECEIVES SUPPORT FROM AREA HOSPITALS

Cleveland Clinic Akron General and Summa Health System recently provided support and co-presenting sponsorship of the 18th Annual Cameos of Caring Gala.

This annual event recognizes nurses for their contribution to health care in Summit County and the surrounding region and raises financial support for nursing scholarships at UA.

AKRON PRIDE

On August 22nd, The Alumni Association sponsored a tent for the first time at this year's PrideFest during Akron Pride. To show support for all of our LGBTQ+ alumni and friends, rainbow Zippy cookies were handed out as well as rainbow "Forever a Zip" bumper stickers. Current students, faculty, staff and community members stopped by throughout the day to show gratitude toward the university's presence at the event.



RESIDENCE HALL MOVE-IN DAYS

Move-in was a team effort this year as members of our Roo Crew assisted new freshman officially joining the campus community.

With more than 15 alumni volunteers assisting with the Spicer Hall move-in, they were able to get 243 people into the residence hall in eight hours! The alumni were thrilled to be back at UA and enjoyed talking with families about their memories of living on campus.



UA LEGACY PROGRAM IN IT'S THIRD YEAR

The UA Legacy program kicked off it's third year this fall, by welcoming new freshman Legacy students with an exclusive "UA Legacy" mug in their residence hall room. Additional information about the organization was shared to the campus at RooFest.

This semester, Legacy students who have signed up to be a part of the program can take part in various activities, including enjoying cider and snacks on campus the week of October 6th in celebration of Homecoming. On Oct. 12th, they also can watch the Akron vs. Eastern Michigan game from the club level, as well as enjoy holiday cookies and hot chocolate during finals week.



A LOOK AHEAD TOWARDS HOMECOMING AND FAMILY WEEKEND, OCTOBER 11-12

Homecoming and Family Weekend have combined efforts to make for one great weeklong tradition at UA beginning October 6th.

From a comedy show for students at EJ Thomas Performing Arts Hall, to a campuswide cookout, and pep rally, the homecoming spirit will be alive and well on campus. It will all culminate into an exciting weekend for Akron families kicking off on Oct. 11th across campus, including one big party at The Official Homecoming Tailgate on Oct. 12th, right before the Zips take on archrival Kent State in Football. More information can be found at www.uakron.edu/homecoming

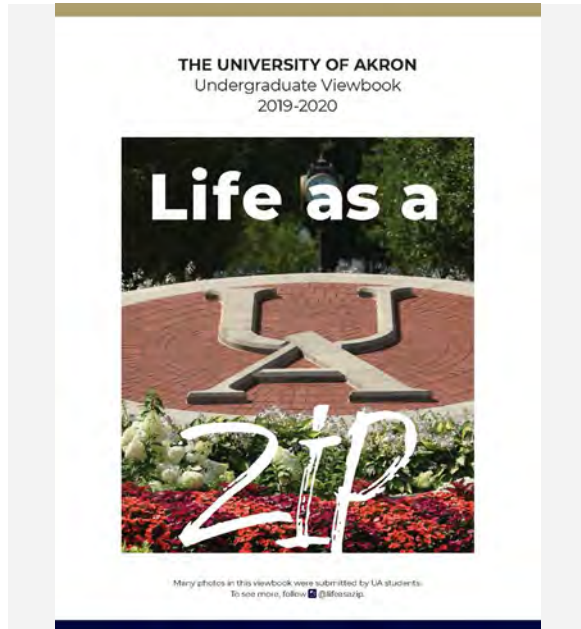


FINANCE & ADMINISTRATION COMMITTEE

TAB 14

**UNIVERSITY COMMUNICATIONS AND
MARKETING REPORT**

UNIVERSITY COMMUNICATIONS AND MARKETING



Student-submitted images star in this year's viewbook

This year's viewbook was completely redesigned from top to bottom with more imagery and infographics than ever before. We also incorporated student-submitted images to give it a more genuine feel – which is important to today's high school students because of social media. The viewbook remains the flagship recruiting piece for admissions representatives to distribute at high school visits and more.



Affordable excellence

This newly designed piece for Admissions touts the “Affordable Excellence” of a UA education.

It was sent to 2020 high school graduating seniors, both applicants and inquiries.

There are two versions, one for in-state prospects and one for prospects who live outside Ohio.



AFFORDABLE EXCELLENCE

The University of Akron — **GUARANTEED**

Through competitive, merit-based scholarship awards such as the Akron Guarantee Scholarship and the UA Tuition Guarantee Program, The University of Akron (UA) is committed to providing an outstanding education at an affordable cost.

AKRON GUARANTEE SCHOLARSHIP

When you apply to UA, you'll automatically be considered for the Akron Guarantee Scholarship (AGS). The AGS – ranging from \$8,000-\$34,000 in total over for years – is superior to most scholarships because it renews and increases each year, so long as you make progress toward your degree. Learn more at uakron.edu/guarantee.

UA TUITION GUARANTEE

At UA, your tuition, select fees, and room and board rates are guaranteed to remain the same for four years through the UA Tuition Guarantee Program, allowing you to accurately predict the cost of education. Go to uakron.edu/tuition-guarantee for more details.

BECOME A ZIP
APPLY NOW!
at UAKRON.EDU/APPLY or COMMONAPP.ORG

The University of Akron
OFFICE OF ADMISSIONS
AKRON, OH 44325-2001

Nonprofit Organization
U.S. Postage Paid
The University of Akron

For more scholarship opportunities, visit uakron.edu/scholarships.

The University of Akron is an Equal Education and Employment Institution - uakron.edu/eei
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Get your financial aid

UCM – and Zippy – are helping Financial Aid get the word out about filling out the Free Application for Federal Student Aid (FAFSA) form through on-campus posters and a handout card to be distributed at Financial Aid/Admissions events.



The University of Akron

FILL OUT YOUR FREE APPLICATION FOR FEDERAL STUDENT AID

FAFSA

READY TO FILE?

- Visit federal student aid at fafsa.gov
- Visit your state's website
- Use 2018 income tax information

24/7 FAFSA Customer Service is Available
uakron.edu/fafsa/support

Available October 1
fafsa.gov

Facebook Twitter YouTube Instagram

UNIVERSITY COMMUNICATIONS AND MARKETING



ACADEMICS

Whatever your passion, you'll find it here. Choose from unique, in-demand and top-ranked academic programs in disciplines ranging from engineering and business to the arts and sciences, health care and education.

UAKRON.EDU/EXCELLENCE



DISCOVER AKRON

The city of Akron has all the attractions of a big city, with the advantages and affordability of small-town living. Enjoy a thriving downtown, museums, stores, restaurants and sports venues — or take a short trip to the Cuyahoga Valley National Park to explore miles of nature trails and wild habitats.



CAMPUS LIFE

Get involved and make the most of your campus experience. Participate in student clubs and organizations, Division I sports, intramural sports, bands and choirs, artistic and cultural activities, community service, on-campus employment and more.

UAKRON.EDU/CAMPUS-LIFE



THE UNIVERSITY OF AKRON
Office of Admissions
Akron, OH 44325-2001

Nonprofit Organization
U.S. Postage Paid
The University of Akron

FAST FACTS

LET'S MEET
Discover all that UA has to offer. Go to uakron.edu/visit to schedule your visit to campus.

uakron.edu [Facebook](https://www.facebook.com/uakron) [Instagram](https://www.instagram.com/uakron) [YouTube](https://www.youtube.com/uakron) [LinkedIn](https://www.linkedin.com/uakron) [TikTok](https://www.tiktok.com/uakron) [Snapchat](https://www.snapchat.com/uakron)

- 17,455 fall 2018 undergraduate enrollment
- 23 average first-year class size
- 92% Spring 2018 graduates employed or continuing education within 6 months*
- 83% Spring 2018 graduates participated in experiential learning (internship, co-op, etc.)†
- 3.48 2018 FRESHMAN CLASS AVERAGE GPA
- 23 2018 FRESHMAN CLASS AVERAGE ACT
- 1,123 2018 FRESHMAN CLASS AVERAGE SAT
- 100% of in-demand jobs in Ohio that require a bachelor's degree are attainable through UA programs (ChlorideJobsOhio.com)

*This career outcome data is based on a knowledge rate of 12% of spring 2018 undergraduate degree recipients. Knowledge rate is the percentage of graduates that report they have been successful and satisfied in their career. Knowledge rate is not the percentage of graduates that report they have been successful and satisfied in their career. Knowledge rate is not the percentage of graduates that report they have been successful and satisfied in their career.



The University of Akron
Where Your Story Begins

Why you should apply to UA

This piece is being mailed to 20,000 high school seniors who will graduate this spring. Messaging includes in-demand majors,

graduation placement rates, experiential learning, a beautiful campus and a vibrant campus life.



The special community that is the Williams Honors College

We produced a new brochure promoting the Williams Honors College and its outstanding opportunities in education abroad, undergraduate research and leadership-skills development.

LEARN WITHOUT

The Honors Distribution course structure exposes you to a range of academic disciplines – challenging you to make **cross-curricular connections** and **break the mold of a conventional, single-subject academic experience**.

You will also venture outside your major and broaden your perspective by exploring special interdisciplinary topics in small, discussion-based **Honors Colloquia**. Many Honors students study abroad and some students in the Colloquia have traveled to **Japan and Guatemala**.

Examples of previous Honors Colloquia include:

- The Hero
- The Global Lawyer - Study Abroad to Japan
- American Folk Music and Social Justice
- Global Leadership
- The Nature of Human Nature
- Walls and Welcome Mats: Perspectives on Migration, Refugees and Asylum
- Digital Storytelling
- Truth, Lies and Alternative Facts: Are You Perplexed?
- Developing a Worldview
- Data Analytics in Sport
- The Rhetoric of Self
- Science & Technology in the World
- Artificial Intelligence & Machine Learning

BOUNDARIES

Students in the Williams Honors College joined others from the School of Law on a trip to Japan to learn about international law.

Beginning the spring semester of your freshman year, priority registration ensures that you will have the **earliest selection of**

courses and instructors – giving you **maximum freedom** to set your schedule and chart your own course to graduation.

Being a part of the Honors College gave me the confidence, support and skills to succeed academically. I first became interested in leadership by serving as president for the Honors Commuter Association, and have since gone on to embrace many more meaningful leadership roles. The Honors Colloquia allowed me to learn more about real-world issues, plus learn more about myself.

– ABBY PERKINS '19
NUTRITION/DIETETICS MAJOR

Media relations: Telling our story

Promoted announcement of 20+ faculty hires in areas of strategic investment. Story ran in Crain's Cleveland Business, Cleveland.com and on 1590-WAKR.

Celebrated Tuba Summer and the works of Professor Emeritus Tucker Jolly in an article on coolcleveland.com and in a special PBS feature originating from KPBS, San Diego that played on networks across the country.

Worked with the Akron Beacon Journal and WEWS-TV on stories about the Amazon Fulfillment Center coming to the former Rolling Acres Mall. Assistant Professor Amanda Weinstein in the College of Business Administration served as a resource.

Promoted Carnival with a Cop, where UA Police participated in outreach with local youth. Coverage was received in the Akron Beacon Journal and WOIO-TV.

Secured interview in



AKRON BEACON JOURNAL

University of Akron names Gary L. Miller as president

by a "deep sense of optimism" he found on campus, despite the challenges ahead.

"I share this optimism," he said.

Miller's appointment comes as the university charts its path forward amid significant enrollment and financial issues and a lack of trust between faculty and administrators.

Asked how he plans to build back trust on campus with faculty and the community given UA's instability over the last four years, Miller said he expects "intensive discussions."

Pamela Schulze, president of the Akron chapter of the American Association of University Professors, said she shared Miller's optimism and appreciated his many references to the hard work of faculty.

"It shows that he understands that the faculty are the university," she said. "He gets it."

UA officials said they were still finalizing the terms of Miller's contract including his salary.

In a news release announcing Miller, UA board Chairman Joseph M. Gingo said: "Dr. Miller has an outstanding record as an effective higher education leader and consensus builder. ... My board colleagues and I believe he is the right person at the right time to lead our university."

The search process was held entirely behind closed doors. The university did not release a list of finalists nor a number of interested candidates.

Gingo said the closed process was the reason for a large pool of qualified candidates applying for the job. The leaders of several campus constituencies, including students, were part of the search committee and able to give input along the way.

Taylor Bennington, a law student, was a member of that committee as the head of student government when the process started, and became a student member of the board of trustees in July. He said Miller stood out through the process as someone who would engage well with students.

"Students have that expectation, they want someone who's going to connect with them," Bennington said. "And I think with Gary, that's exactly what we've got."

Students had a strong relationship with Miller's predecessor, Matthew Wilson, Bennington said.

Wilson served less than two years as president before deciding to return to the UA law school faculty. He recently left UA to become president of Missouri Western State University.

Interim President John Green, who has been in the job for about 15 months and opted not to be a candidate for the permanent job, will continue in his current role until October and then serve as special assistant to the president for strategy and transition until Jan. 31. Green will retain his titles as director of the Ray C. Bliss Institute of Applied Politics and political science professor.

By Jennifer Pignolet

The University of Akron board of trustees Wednesday named Gary L. Miller, Ph.D., chancellor of the University of Wisconsin-Green Bay, as the 149-year-old school's 18th president.

Miller, 65, will assume duties Oct. 1 in Akron.

"It's a great privilege and honor" to lead the university, Miller said as he took the podium after he was introduced. "The future of this university depends on our continued deep relationship with the city and the area around it."

The board voted unanimously to appoint Miller in a meeting Wednesday morning. Miller spent the afternoon with his wife, Georgia Nix Miller, touring the campus on foot and by golf cart, stopping to talk to faculty members and students they met along the way. A campus meet-and-greet is planned for Thursday.

Miller said he wants to focus on student success at UA, which has roughly 20,500 students. He said he was most impressed

We celebrated the naming of Gary Miller as our 18th president. Akron Beacon Journal, Cleveland.com, Crain's Cleveland Business, WKYC-TV, 89.7 WKSU, 1590 WAKR, The Associated Press, akron.com, 90.3 WCPN, The Westside Leader, the Record-Courier, WGBA-TV in Green Bay, Wis., Green Bay Press Gazette and the Sacramento Bee filed stories.

Cleveland Jewish News about the Master of Business Administration program and the importance of networking outside of the

classroom. Terry Daugherty, assistant dean and director of graduate programs in our business school, served as an expert.

Continues on next page.

UNIVERSITY COMMUNICATIONS AND MARKETING

Continued from previous page.

Alerted local media to the good works of our engineering students who designed and built an adaptable canoe seat that helps children with special needs. The seat was presented to Akron Rotary Camp. Coverage appeared on WEWS-TV, the West Side Leader and the Akron Beacon Journal.

Promoted the work of the University of Akron Research Foundation and the I-Corps program to Crain's Cleveland Business. Elyse Ball from UARF served as spokesperson for the article.

Continues on next page.



UA Study: Veterans Face Ups and Downs Finding Jobs

By David Williams

A University of Akron study found good news and bad news for veterans looking for jobs after leaving military service.

Veterans contribute nearly 8% of Ohio's total income, earning nearly \$5 more per hour than non-veterans, but that number shrinks as veterans pursue higher paying jobs.

Economics professor Amanda Weinstein said this disparity eventually affects all working veterans.

"What tends to happen is on the lower end of the income distribution they tend to face a premium, so they're kind of earning even more than we would suggest. But what it does for all demographics — for white men, for black men, for women, as you move along that distribution eventually they all face a penalty."

Weinstein said veterans looking for higher-paying jobs sometimes face a stigma. She said this is likely due in part to businesses having little experience working with veterans.



Military helmets on display at the national veterans museum.

We promoted research about military veteran pay that was co-authored by Associate Professor Francesco Renna and Assistant Professor Amanda Weinstein in the College of Business Administration. Coverage was received from the Akron Beacon Journal, WEWS-TV, militarytimes.com, WKSU and many online military outlets.

THE ECONOMIC TIMES

Do you often share your child's pictures on social media?
Study says the habit is linked to feelings of vulnerability

Sharenting - a parent's habitual use of social media to share news and images about their children - puts the child's online privacy and, potentially, safety at risk, warn researchers.

The researchers found evidence that women's feelings of vulnerability about being a mother are linked to their posting on social media.

Those posts sometimes include their children's personally identifiable information, such as names, birthdates, and photographs, showed the findings published online in the Journal of Public Policy and Marketing.

The women who participated in the research articulated a variety of risk factors for vulnerability - a changing body, a changing view of self, new responsibilities associated with motherhood, demands of nursing, exhaustion, and issues such as postpartum depression or anxiety.

"Posting about their experiences and sharing personal information about themselves and their children served as a coping strategy, primarily related to seeking affirmations/social support or relief from parents stress/anxiety/depression," the researchers wrote.

The research was carried out by Aleta K. Fox from the University of Akron and Marina Grubbs Hoy from the University of Tennessee - both in the US.

The researchers suggest the need for enhanced governmental guidance to protect children's online privacy from commercial entities.

They also suggest that parents need



The habitual social media use to share news and images about their children puts them at risk.

"Today's parents, many of whom grew up sharing their own lives on social media, may not comprehend the full impact and potential consequences of posting such information about their children," the researchers wrote.

We earned coverage on a study called "sharenting" by Assistant Professor Alexa Fox in the College of Business Administration. The study explored the social media habits of new mothers and the implications of sharing personal details about their children online.

Results were widely publicized in Economic Times, Forbes, more than 20 online outlets and on local channel WOIO-TV, where her study was the feature of the entire 60-minute news show and included a Facebook poll to gauge viewer interest and interaction.

Continued from previous page.

Coordinated media coverage of the new four-year degree offerings at Wayne College. The Daily Record and the Bargain Hunter provided local coverage.

Arranged coverage of the \$1.25 million gift to UA Athletics to create a leadership academy for student athletes. Coverage was obtained in the Akron Beacon Journal, 1590-WAKR and Crain's Cleveland Business.

Managed media interest in the faculty poll on leadership concerns. Inside Higher Education, Crain's Cleveland Business, Cleveland.com and the Akron Beacon Journal provided coverage.

Celebrated the work of Assistant Professor Henry Astley, who was awarded a two-year EAGER (Early Concept Grants for Exploratory Research) grant from the National Science Foundation (NSF) with stories in Crain's Cleveland Business and phys.org. Astley is in the departments of biology and polymer science.

Promoted research by Associate Professor Linda Barrett in the Department of Geosciences and Professor Emeritus of Chemistry David Perry that was used to develop technology to monitor agricultural pesticide runoff in local waterways; the cause of harmful algae blooms in Lake Erie. Coverage was received on WEWS-TV, Cleveland.com and WOIO-TV.

AKRON BEACON JOURNAL

Student group pays for man from Haiti to attend UA



Journal Cardarelli, left, and scholarship recipient Bilou Isaac show bags of Blue Mountain Habitat Coffee made by Zips for Haiti last month in Akron. (Karen Schaefer/Akron Beacon Journal/Ohio.com)

By Jennifer Pignolet

For years, translator Bilou Isaac watched Americans head home after a week of volunteering in his hometown in Haiti, usually going back to a college campus.

After bonding with many of the American students, Isaac, now 26, often wished he could go with them.

He got that chance thanks to a student group at the University of Akron — some of the same students he translated for in Haiti.

Zips for Haiti started in 2014 as a way to introduce Akron students to the country. It grew into a coffee-producing business that created a scholarship for a student from Haiti to attend UA.

Isaac became the first student to accept that scholarship, and arrived on campus this January.

"This was my dream to come," he said.

Fellow Haitian Zeke Isaac, who is from the same city as Bilou Isaac but has no known relation to him, was a UA student in 2014 trying to figure out what to do for his senior honors leadership project. He decided to take fellow Akron students

on a trip to Haiti to share his home country with them. They took 15 people, visited his high school and completed service projects over the course of a week.

"We came back and everybody just wanted to keep the momentum going," he said.

They formed Zips for Haiti to spread awareness on campus. Soon, they were searching for a way to bring in sustainable funding. Zeke Isaac and another student traveled to Haiti and brought back raw coffee.

With the help of Akron Coffee Roasters and Kevin Smith in the UA College of Business Administration, they turned it into consumable coffee and a flourishing business that raised \$30,000. Akron Coffee Roasters and Compass Coffee sell their product.

"I never actually imagined that it would turn out to be so big," Zeke Isaac said.

The group has since had several student presidents and is now planning its 10th trip.

The chance to visit Haiti gave Akron native Joanna Cardarelli, who graduated from UA in the spring, a healthy dose of perspective.

"You see things on TV, but then being there in real life is very different," she said.

Cardarelli met Bilou Isaac on one of her trips to Haiti. When she last said goodbye to him in his home country, he was wearing a familiar T-shirt. "Just a Kid From Akron," it read.

"We talked about it and I was like, 'Well I hope next time I see you, it is in Akron,'" she said. Bilou Isaac stood out as a candidate for the scholarship because of his relationship with the group already and his previous education experience in the United States. A group from Hudson had paid for him to attend Cuyahoga Community College, where he earned an associate degree, but he had to return to Haiti due to lack of funding to continue his education.

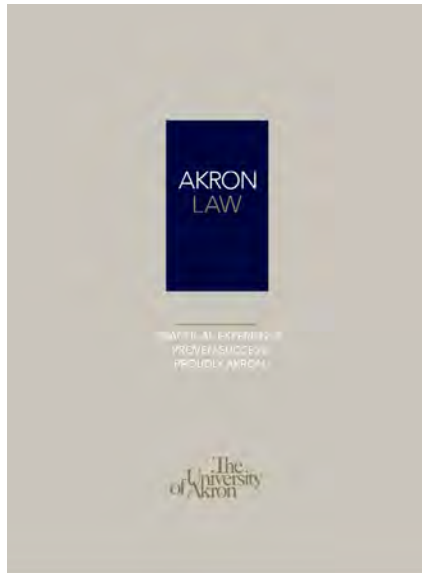
Once he received the Zips for Haiti scholarship, those credits transferred to UA, where he is now finishing a bachelor's in engineering. He wants to be an electrical engineer and to help support his mother and two brothers back in Haiti. His father died in 2006, and his sister died in the 2010 earthquake that killed 230,000 people in the country.

"I wouldn't say I was desperate, but when I got this opportunity, my hope came back," he said, adding that he feels blessed for the opportunity.

"I'm really taking it seriously," he said. "I don't take it for granted."

Contact Jennifer Pignolet at jpignolet@thebeaconjournal.com, at 330-996-3216 or on Twitter @JenPignolet.

We pitched and received coverage on the good works of Zips for Haiti, a student group from the Office of Leadership Advancement, and its fundraising efforts to pay for a student from Haiti to attend UA. The Akron Beacon Journal ran the story.



Making the case for Akron Law

We published a new Akron Law viewbook, highlighting the law school's most recent top-50 rankings in IP Law, trial advocacy and part-time studies, among other accolades.

<\$25,000
ANNUAL TUITION AND FEES FOR BOTH OHIO RESIDENTS AND NON RESIDENTS

Top 50 RANKINGS FOR IP LAW, TRIAL ADVOCACY AND PART-TIME STUDIES
U.S. NEWS & WORLD REPORT, 2020

91% EMPLOYMENT WITHIN 18 MONTHS OF GRADUATION
SPRING 2019 J.D. RECIPIENTS

Top 10 Ranking FOR LEGAL SKILLS COMPETITION, AMERICAN BAR ASSOCIATION, 2019

~90% ULTIMATE TWO-YEAR BAR PASSAGE RATE
Akron Law has been ranked among the best schools in preparing students to pass the bar and among the top schools in Ohio for bar passage.

THROUGH OUR AFFORDABLE AND TOP-RANKED PROGRAMS, LIVE-CLIENT CLINICS, INTERNSHIPS AND EXTERNSHIPS, AND NATIONAL CHAMPIONSHIP-WINNING LEGAL SKILLS TEAMS, WE'VE BEEN CREATING PATHWAYS TO SUCCESS SINCE 1921 — PREPARING STUDENTS TO PASS THE BAR, START THEIR CAREERS AND MAKE A DIFFERENCE IN THEIR COMMUNITIES AND BEYOND.

C. Blake McDowell Law Center
School of Law

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C. Blake McDowell Law Center
School of Law

Video highlights: Capturing student and faculty achievement

See these videos and more at www.youtube.com/uakron.



We introduced Dr. Gary and Georgia Miller to the campus and community through a series of videos.



We previewed the Anthony J. Alexander Professional Development Center in our College of Business Administration.



We visited with an engineering graduate who works as the electrical and controls manager at Great Lakes Brewing Co. in Cleveland.



We captured the energy of New Roo Weekend, New Student Convocation and the first week of classes.



Zippy helped us promote free admission for our students to the Akron Art Museum.

With Knight Foundation, we encourage Zips to explore the city around them

The Knight Foundation has renewed our grant to conduct #ZipsInvade events through the semester. With the funding, we create pop ups around the city where students with their Zip Cards can show up to a business and receive a free item. The goal is to encourage more Zips to explore their city.

These “invasions” are announced on UA social media at least 24 hours in advance and give information about what is being offered to students and how to get to the business. The first #ZipsInvade event of



the semester occurred on Aug. 23 and we had 565 Zips attend for their scoop of ice cream at Chill downtown.

Class of new faculty welcomed, introduced

With all the full-time faculty positions filled in recent months, UCM is helping to introduce our new colleagues to the campus community.

We asked each to respond to questions so that they could tell us more about their work, and themselves. Now, over the course of the semester, each is being highlighted in a Q&A style feature in the Digest, our e-newsletter for employees.

TODAY'S NEWS

Meet Dr. James M. Eagan, one of our newest additions to campus

During the 2018-19 academic year, UA created [three-year action plans](#) to identify key areas of distinction and opportunity for strategic investment. In keeping with that goal, a number of full-time faculty positions have been filled.

Over the course of fall semester, we will introduce the new faculty members here. Today, meet **Dr. James M. Eagan**.

He has joined UA as an assistant professor of chemistry/sustainability in the Department of Polymer Science in the College of Polymer Science and Polymer Engineering. [Learn more.](#)



► What brought you to The University of Akron?

UA has a rich history in the understanding and engineering of plastics. Whereas UA's tradition has focused on rubbers and high-performance polymers, I aim to bring the element of sustainability to the College of Polymer Science and Polymer Engineering.

The University in your pocket

UA Mobile, the University's free smartphone app available on iOS and Android, continues to grow in reach and features.

To date, the app has been downloaded more than 10,500 times - an increase of 61% since the end of spring 2019 semester. During summer 2019, the app underwent a complete redesign, now serving all of UA's constituencies with individual home screens and custom content.

A new process developed by UCM using the app, QR codes and Qualtrics, replacing a dated student attendance check-in system, has been heavily adopted by the Schools of Music and Art, and has been well received. Use of the new QR Check-in feature continues to expand.



UCM, working closely with IT, will be introducing several new student-focused features throughout the fall. These include viewing student holds, checking an account balance, viewing the course catalog, adding and dropping classes, and the ability to query students in PeopleSoft and notify them with a push notification on their phone.

To download, go to uakron.edu/mobile.

Let's talk about college

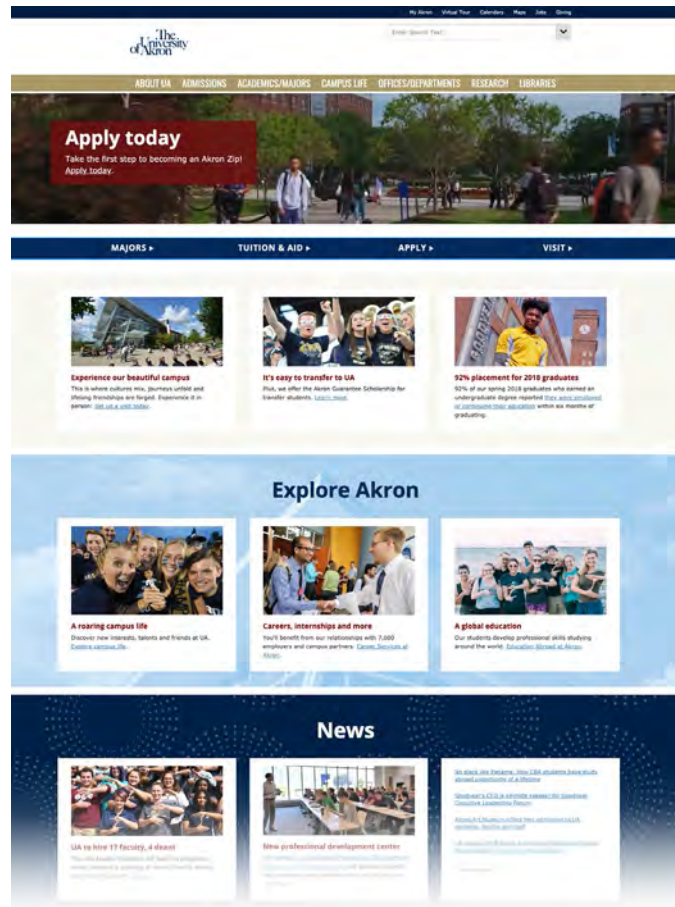
A new digital campaign strives to encourage family members and prospective students to talk about college earlier in the student journey. Parents complete a questionnaire with their student to learn which factors are most important in their college search.



A cleaner home page with a focus on attracting more students

We redesigned our home page to give it a cleaner appearance and to strengthen our appeal to prospective students.

The new page also gives us more latitude to promote major University initiatives and events.



Marking time

In anticipation of the University's upcoming sesquicentennial, we posted a timeline commemorating some of the most important events — and amusing anecdotes and trivia — of the last 150 years. See it at uakron.edu/150.



A friendly digital nudge to complete your application

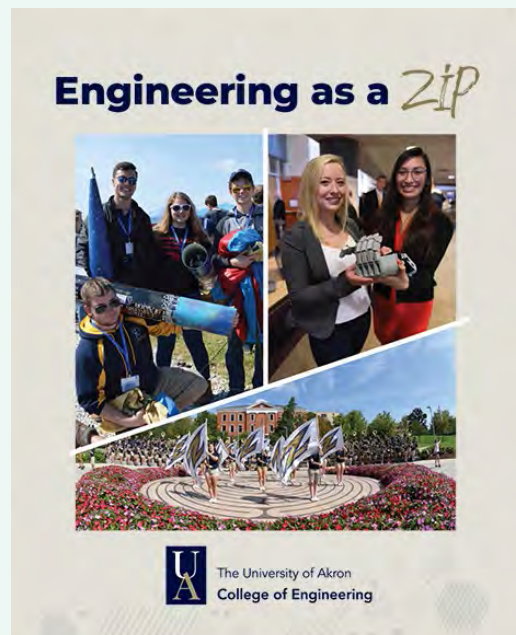
We continue to work with the Office of Admissions and Fathom to implement digital marketing campaigns in support of new freshman recruitment.

The goal of this newly added digital marketing campaign is to increase application completions from prospective students who started to fill-out an application on either the UA app or the Common App but have not completed and submitted it.



Engineering as a Zip

Prospective students who have expressed an interest in the field of engineering will receive a new direct mail publication that touts the quality and advantages of an engineering degree from UA, as well as testimonials and outcome information.



FINANCE & ADMINISTRATION COMMITTEE

TAB 15

GOVERNMENT RELATIONS REPORT

PUBLIC LIAISON AND GOVERNMENT RELATIONS UPDATE

August-September 2019

The University of Akron Government Relations Office and Public Liaison communicate with local, state, and federal elected officials and staff about University priorities and objectives. We also monitor and track legislation, regulations, and financial issues and opportunities that could impact higher education and the University in particular. We assist in other meetings on and off campus with elected officials and community leaders with both our administration and our students. During the months of August and September, the elected state officials we hosted on campus included Ohio Treasurer Robert Sprague, Ohio Secretary of State Frank LaRose, Rep. Casey Weinstein, Rep. Bill Roemer, and Rep. Jeff Crossman. Presidential candidate and Ohio Congressman Tim Ryan connected electronically with our Campaign Battleground class and interacted with students. We represented the University and the Bliss Institute at town halls and political conferences, and participated in public intellectual events, such as the Ohio Debate Commission panel and the interview of Christopher Leonard about his recent book *Kochland*. In addition, we are setting up meetings for Dr. Gary Miller with elected officials and other important constituents. At the state level, we are preparing for the capital bill planning process. A more detailed legislative update is found at the end of this report.

State of Ohio Treasurer Robert Sprague: Financial Literacy Tour

On August 6, 2019, the Public Liaison assisted in hosting a meeting on campus for the Honorable Robert Sprague, Treasurer of the State of Ohio, and staff members. Treasurer Sprague and his staff are visiting universities to learn how they are educating students about financial literacy. Student Affairs, ZipAssist, Student Financial Aid, and Career Services were all represented in the discussion.



Ms. Laura Carey, Director of Career Services; Ms. Jennifer Harpham, Director of Student Financial Aid; Mr. Ty Matthews, Special Assistant to Treasurer Sprague; Ms. Rebecca Armstrong, Deputy Director for Public Affairs, Treasurer Sprague; Treasurer Robert Sprague;

Dr. John Messina, VP, Student Affairs; Ms. Alison Doehring, Director, ZipAssist; and Mr. Michael Kulick, Associate Director Career Services.

Ohio Debate Commission

On August 12, 2019, the public liaison assisted in setting up Dr. John Green's participation on a panel at the City Club of Cleveland concerning the emerging role of statewide debate commissions and their potential to create debates that better serve the public, the candidates, and democracy.



Dr. John Green and fellow panelists participating in the No Debate about It: The Future of Political Debates at the City Club of Cleveland.

Regional Campus Legislative Day Planning

On August 15, 2019, Deans from Ohio's regional campuses, led by IUC Regional Dean's Chairman Jarrod Tudor from The University of Akron's Wayne College Campus, began planning the 4th annual Regional Campus Legislative Day. The 2020 event will take place at the end of February and is an opportunity for Deans and students from Ohio's regional campuses to share with legislators, key administration officials, and statewide officeholders the successes of their campuses in helping to achieve the goal of degree attainment in the State of Ohio.

Ohio House Minority Leader Emilia Sykes' Town Hall

On August 20, 2019, the public liaison and assistant director of the Ray C. Bliss Institute attended Ohio House Minority Leader Emilia Sykes' Town Hall (which also included Senator Vernon Sykes and Rep. Tavia Galonski). The Bliss Institute and the Admissions Office both staffed tables at the event, and the University was recognized by Leader Sykes.



Leader Emilia Sykes speaking to community members.

Salt Fork Policy Conference

On September 4-6, the public liaison attended the Policy Conference at Salt Fork, which is a nationally recognized, one-of-a-kind, public policy networking event. Held in off-election years, the goal of this program is to bring together the members of the Ohio General Assembly with public affairs professionals in a relaxed setting, rather than under the Statehouse dome, to discuss issues that are being debated on Capitol Square. Many legislators, including the Speaker of the Ohio House and the President of the Ohio Senate, attend this, present legislative updates, and mingle with attendees.



Speaker Larry Householder



Senate President Larry Obhof

Secretary of State Frank LaRose

On Saturday, September 7, The Honorable Frank LaRose, Secretary of State for the State of Ohio and Akron's own, attended the Zips football game and fired the cannon that signals the beginning of the game. The game's theme was Hometown Heroes, celebrating first responders and military. Secretary LaRose served for 10 years in the United States Army as a member of the 101st Airborne and as a Special Forces soldier in the Green Beret. After he fired the cannon, Secretary LaRose visited with guests in the President's Suite. Rep. Bill Roemer and Rep. Jeff Crossman also attended the game. Rep. Casey Weinstein attended the September 21 football game.



Secretary of Frank LaRose with ROTC cadets and Zippy.

Interview of Christopher Leonard

On September 16, 2019, Dr. Matt Akers interviewed Christopher Leonard, author of *Kochland: The Secret History of the Koch Industries and Corporate Power in America*, in front of a capacity crowd at Hudson Public Library. Participating in the interviews is a good way to demonstrate the University's involvement in the public intellectual life of the community.



Dr. Matt Akers with author Mr. Christopher Leonard

Board Appointments

On September 17, 2019, the Senate Finance Committee unanimously approved the Governor's appointment of Mr. Mike Dowling to The University of Akron Board of Trustees, and also unanimously approved the Governor's appointment of Mr. Taylor Bennington as Student Trustee to The University of Akron Board of Trustees.

Love Akron Breakfast

On September 24, 2019, Dr. John Green, on behalf of the Greater Akron Civility Center, which is housed in the Ray C. Bliss Institute of Applied Politics at The University of Akron, awarded the first annual Greater Akron Civility Award to Pastor Mark Ford, the immediate past executive director of Love Akron. More than 600 people attended the breakfast, and Dr. Green was able to tell the crowd about the work the Greater Akron Civility Center has done since its founding in January 2019.



Pastor Mark Ford receiving the Greater Akron Civility Center Award from Dr. John Green

Campaign Battleground Class

Dr. Matt Akers is team teaching a course entitled “Campaign Battleground: The Invisible Primary and 2020 Election Overview.” The class, which has more than 50 students in it, includes many guest speakers with practical campaign experience as well as academics, journalists, and pundits. On September 11, 2019, Presidential candidate and current Ohio Congressman Tim Ryan spoke with the class electronically and spent more than half-an-hour interacting with students and giving them an insider look at running for president.



Presidential Candidate and Congressman Tim Ryan addresses Campaign Battleground: The Invisible Primary and 2020 Election Overview course.

State Legislative Update

Capital Bill – the capital appropriations bill is the state’s “bricks and mortar” building and renovations legislation. Aside from the agency projects, the capital bill also contains “community projects” to which a small portion of the overall bill is allocated. The Office of Budget and Management (OBM) recently released its capital budget guidance, and The University of Akron is preparing to submit its capital priorities. UA typically receives around \$20 million for its projects. Capital submissions are due to OBM by October 28 and bill passage will be early to mid-March.

H2Ohio Fund – the state Operating Budget included a \$172 million H2Ohio fund aimed at protecting Lake Erie, other state waterways, and community water projects. Approximately \$46 million of the fund will be dedicated to wetland restoration to help prevent nutrient runoff that contributes to algal blooms. UA is exploring opportunities to participate having been in talks with the Ohio Department of Natural Resources and is seeking to work with the Ohio Department of Agriculture.

H.B. 2 (Cross/LePore-Hagan)– Tech Cred bill - passed the House (92-3) and is having hearings in the Senate. HB 2 is aimed at addressing some of the challenges faced by businesses and individuals when it comes to training and workforce development. The state Operating Budget (HB 66) included a \$30 million appropriation over the biennium (\$15 million/year) to support employers who provide current or prospective workers with credentials or certificates with a grant and reimbursement system. HB 2 is the implementing language to accompany the appropriation.

H.B. 4 (Richardson/Robertson) Workforce Credentials bill – passed the House (89-0) and is beginning hearings in the Senate. The Chair of the Senate Transportation, Commerce & Workforce Committee hearing the bill spoke favorably about the bill seeming to suggest it will pass the Senate. HB 4 permits the Office of Workforce Transformation (OWT) to serve as liaison between the workforce industry, Ohio Department of Education, and the Ohio Department of Higher Education. The bill empowers the OWT to work directly with employers to either facilitate new industry-recognized credentials and certificates or to connect employers to existing programs and resources.

H.B. 16 (Perales) – Military Service-In-State Tuition bill - grants in-state tuition for active duty members of the military and their dependents who are stationed in the State of Ohio, but may not be permanently domiciled here. The bill received strong support from the higher education community and passed the Ohio House unanimously. To date, the Ohio Senate has had two hearings. Additional hearings and passage are expected.

H.B. 88 (Antani) Campus Free Speech bill - generally prohibits a state institution of higher education from taking any action or enforcing any policy that limits or restricts the free expression rights of its students, student groups, faculty, staff employees, and invited guests in public areas of campus. *(Note: The bill has not been heard since April and the committee chair has indicated he does not intend to schedule the bill for additional hearings unless and until the sponsor can secure the votes needed for its passage and he gets the green light from leadership. Neither of these is expected to occur any time soon, if at all.* Many universities have adopted policies similar to the “Chicago Statement,” including The University of Akron, which may have dampened the immediate “need” for the legislation.

H.B. 194 (Greenspan/Kelly) Sports Gambling bill – legalizes, regulates, and taxes sports gaming (betting) in Ohio under the authority of the State Lottery Commission. It allows sports gaming in relation to professional or collegiate sports and athletic events, motor races and any other special event authorized by the Commission. A number of letters have been drafted and will be submitted when hearings on the bill resume. Letters include a joint letter from Inter-University Council and Association of Independent Colleges and Universities of Ohio asking the Ohio General Assembly to exempt collegiate sports from the sports wagering bill, and a draft letter signed by Athletic Directors from public universities along with University of Dayton and Xavier University.

Ohio IP Promise

One of the key focuses for the administration of Governor DeWine and the InnovateOhio office lead by Lt. Governor Jon Husted, is to streamline and modernize how universities and businesses work together. One of the efforts of that goal was to create the Ohio IP Promise, which is an effort aimed at streamlining the process for turning intellectual property into products and services. In conjunction with InnovateOhio and the Inter-University Council (IUC), The University of Akron, as well as all of Ohio's 14 colleges and universities, have agreed to include instructions for potential entrepreneurs interested in commercializing university research, as well as standard licensing agreement templates, on The University's website. The goal of the Ohio IP Promise is to attract world-class talent to Ohio's research universities and to enable businesses to more easily implement the work that those researchers create.

October 9, 2019
Board Meeting

Presiding:
Olivia P. Demas

	Action Item for Consent Agenda Consideration:
1	*Proposed Curricular Change
	For Information Only:
2	Enrollment Management Report
3	Research Report
4	Student Affairs Report
*	CONSENT AGENDA: ITEM 1

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 1

CURRICULAR CHANGE

The Academic Issues & Student Success Committee will be asked to consider the following curricular change at its meeting on October 4, 2019.

New Program:

Establish a new Master of Arts in Strategic Communication in the Buchtel College of Arts and Sciences, School of Communication, proposal #16-18922

An online Master of Arts in Strategic Communication degree will offer four cognate areas of focus: Health & Crisis Communication, Social Media, Sports Communication, or Science Communication. The new program will be comprised of a reorganization of already approved online courses and two new courses.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Proposed Curricular Change

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on October 9, 2019 for the following curricular change, as recommended by the Faculty Senate, be approved.

- Establish a new Master of Arts in Strategic Communication in the Buchtel College of Arts and Sciences, School of Communication

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

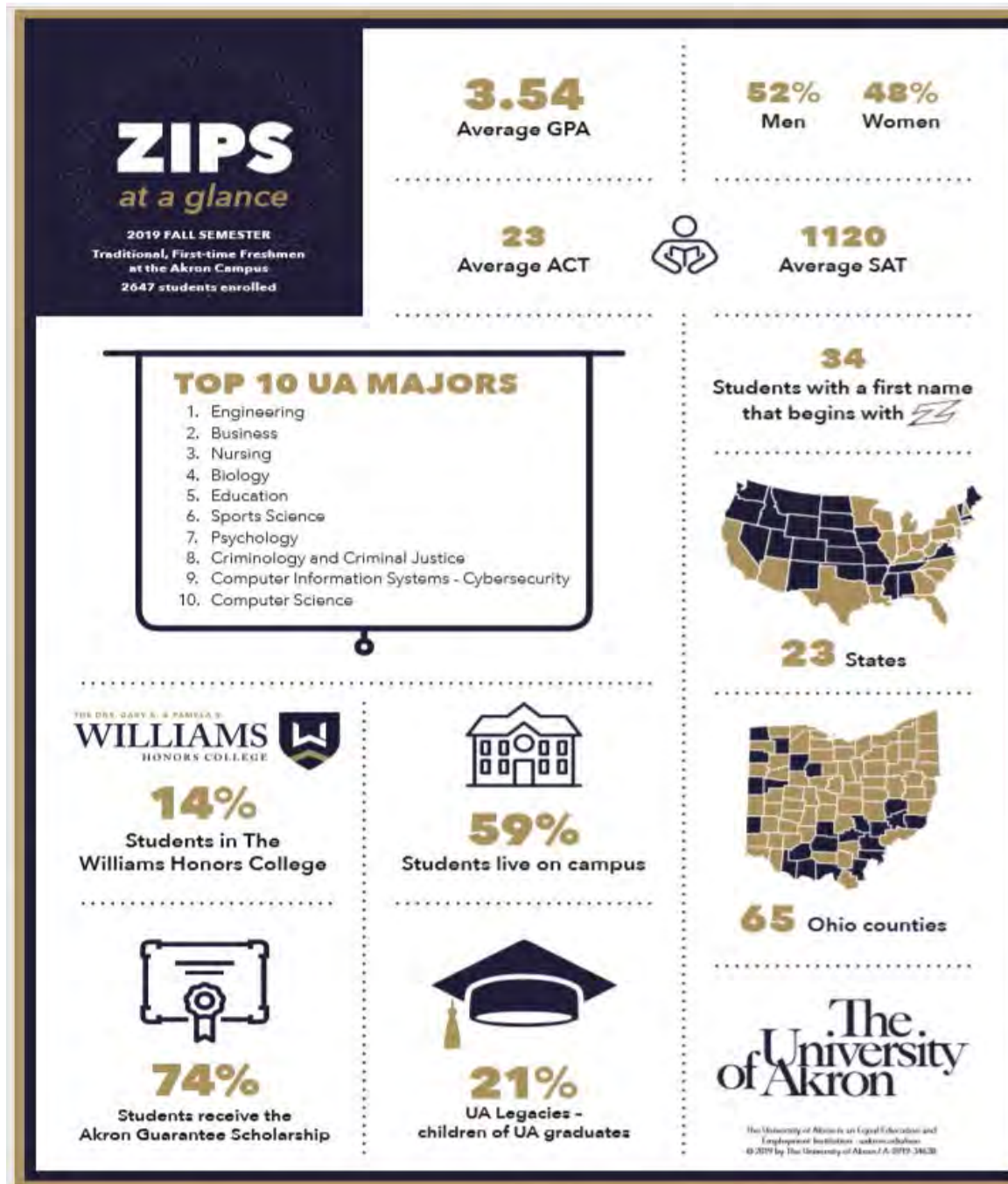
TAB 2

ENROLLMENT MANAGEMENT REPORT

The University of Akron – Enrollment Management Board of Trustees Report for October 2019

2019 Fall Semester – Zips at a Glance

A recruitment focused infographic was developed to highlight our new freshmen class for prospective students/parents and school counselors.



2020 High School Class: Focus on Application Generation

During this time of year, the Office of Admissions is focusing on encouraging prospective students to apply for admission and visit campus. Several campaigns and initiatives have been launched to support these efforts.

Campaigns

The Akron Gold Application Campaign that launched in August targets Ohio and specific non-Ohio students that are seniors in high school. The components of this campaign include the Akron Gold marketed application, inquiry pool paper mailing, senior search paper mailing, application deadline mailing, as well as a series of emails. There is an email campaign for students and another for parents.

The Fathom digital marketing campaigns for Ohio and non-Ohio high school students that focused on awareness and application generation, as well as abandoned applications launched as well. These campaigns that include paid social, paid search, and display ads provide engagement and awareness of a quality UA education in an exciting environment. Through these campaigns, we are able to target the right audience and capitalize on the engagement.

Communication

Prospective students have received three mailings from the Office of Admissions:

- Viewbook mailed in August to inquiries
- Prospect Brochure mailed in September to the top 20,000 prospects – NEW
- Affordability Postcard mailed in October (segmented versions for Ohio and non-Ohio residents) – NEW



Acceptance Packets are being mailed to students that are admitted. The Acceptance Packet includes the acceptance letter and AGS scholarship award, if applicable, as well as a Next Steps brochure and UA/Zippy sticker in the special Acceptance Packet folder.

Special topic emails are being sent to students on a weekly basis. Topics include quality academics, Williams Honors College, campus life activities that our students are involved in during this fall semester, scholarship opportunities/affordability, real-world experience, visit campus, etc.

Special topic emails also are being sent to parents on a monthly basis. Topics are like those noted above but, in a tone, geared toward parents.

Outreach

The Admissions Officers are representing UA and engaging with students and their families at nearly 120 college fairs and more than 400 high school visits throughout Ohio, as well as Pennsylvania, New York, Illinois, Michigan and Indiana. They also are hosting high school counselor programs throughout Ohio, including the High School Counselor Advisory Board meeting at UA on Friday, Nov. 15.

The Office of Student Financial Aid has already begun preparations for the next financial aid cycle, beginning with a busy schedule of financial aid information nights at high schools including Twinsburg, North Royalton, Sagamore Hills, St. Vincent/St. Mary, Woodridge, Ellet, Ravenna, Revere, Copley, Green, Coventry and Springfield.

Events

We are hosting three major visit days on campus for prospective students and their family members.



Engineering Visit Day on Friday, Sept. 27

Fall Visit Day on Saturday, Oct. 19

Fall Visit Day on Saturday, Nov. 2

The Admissions Office is hosting a Saturday Information Session and Campus Tour on Saturday, Sept. 21. The students and their family members that attend our event will receive complimentary tickets to the Akron Zips football game. We also are presenting to the high school band students that are participating in UA Band Day on Sept. 21.

Information sessions and campus tours are available Monday through Friday in the morning and afternoon, as well as individual appointments for students and their parents.

There are several special group visits, as well as high school bus trips planned for the fall semester. Each of these initiatives includes an Admissions information session conducted by an admissions counselor, as well as a campus tour guided by a current UA student.

Transfer and Adult Students: Focus on Outreach

Transfer Outreach/Direct Connect Outreach with Stark State:

Representatives from Transfer Services attended Open House programs at the two Stark State campuses to promote the Direct Connect Program. MaryAnn Stoila, Helen Dauka, Brandon Mikulski collaborated with Jeanette Russ of Stark State to present highlights and benefits of the program at the Open House events. The current total of Direct Connect participants is nearly 120 students.

Transfer Website Redesign

Transfer Services collaborated with University Communications and Marketing (UCM) to redesign the format of the Transfer Services web site. The redesign was based on analytics provided by UCM on visitors' interaction with the web site. Based on the results, the landing page was redesigned to highlight the areas of the site that receive the most traffic. The high traffic pages on the site include: Transfer Equivalency Database, How to Apply, Appointment Request, Akron Guarantee Scholarship, Transfer Pathways & Guides, and Contact Us.

Communication

Transfer Services developed an electronic newsletter that was sent to all new incoming transfer students. The newsletter contained helpful hints, reminders and other campus news to help the students ease their transition to The University of Akron.

The Admissions Counselors that work with transfer students are emailing, calling and texting students to move them through the enrollment process.

Outreach

Visits to community colleges: The Admissions Counselors will be visiting the following community colleges during the fall semester: Stark State College, Tri-C, Lakeland Community College, Lorain County Community College, North Central State Community College, Eastern Gateway Community College, Columbus State Community College, Zane State Community College, Community College of Beaver County, and Community College of Allegheny County. These visits include individual appointments with students and scheduled transfer college fairs.

On Friday, October 25, Tri-C will bring students to UA for an admissions presentation, campus tour and lunch in Rob's Cafe. This visit will provide prospective transfer students with the opportunity to learn more about UA and the transfer process.

Fall Visit Days: Transfer students are invited to the Fall Visit Days on Saturday, October 19 and Saturday, Nov. 2. Transfer students will have the opportunity to participate in all the scheduled activities including attending a transfer information session.

Personnel: Focus on Professional Development

Cassie Cunningham, Admissions Counselor, joined our team on Monday, Sept. 16. Cassie comes to UA after serving as an Admissions Counselor at Thiel College.

Courtney Johnson-Benson, Senior Assistant Director of Admissions will be attending NACAC's 75th National Conference on September 26 – 28 in Louisville, Kentucky. Courtney is the NACAC Delegate on behalf of OACAC. (NACAC – National Association for College Admissions Counseling and OACAC – Ohio Association for College Admissions Counseling.)

Financial Aid: Focus on Student Support

The Office of Student Financial Aid launched another successful year of financial aid support to more than 16,000 UA students, awarding more than \$65 million in gift aid including federal and state grants and institutional, private, and state scholarships.

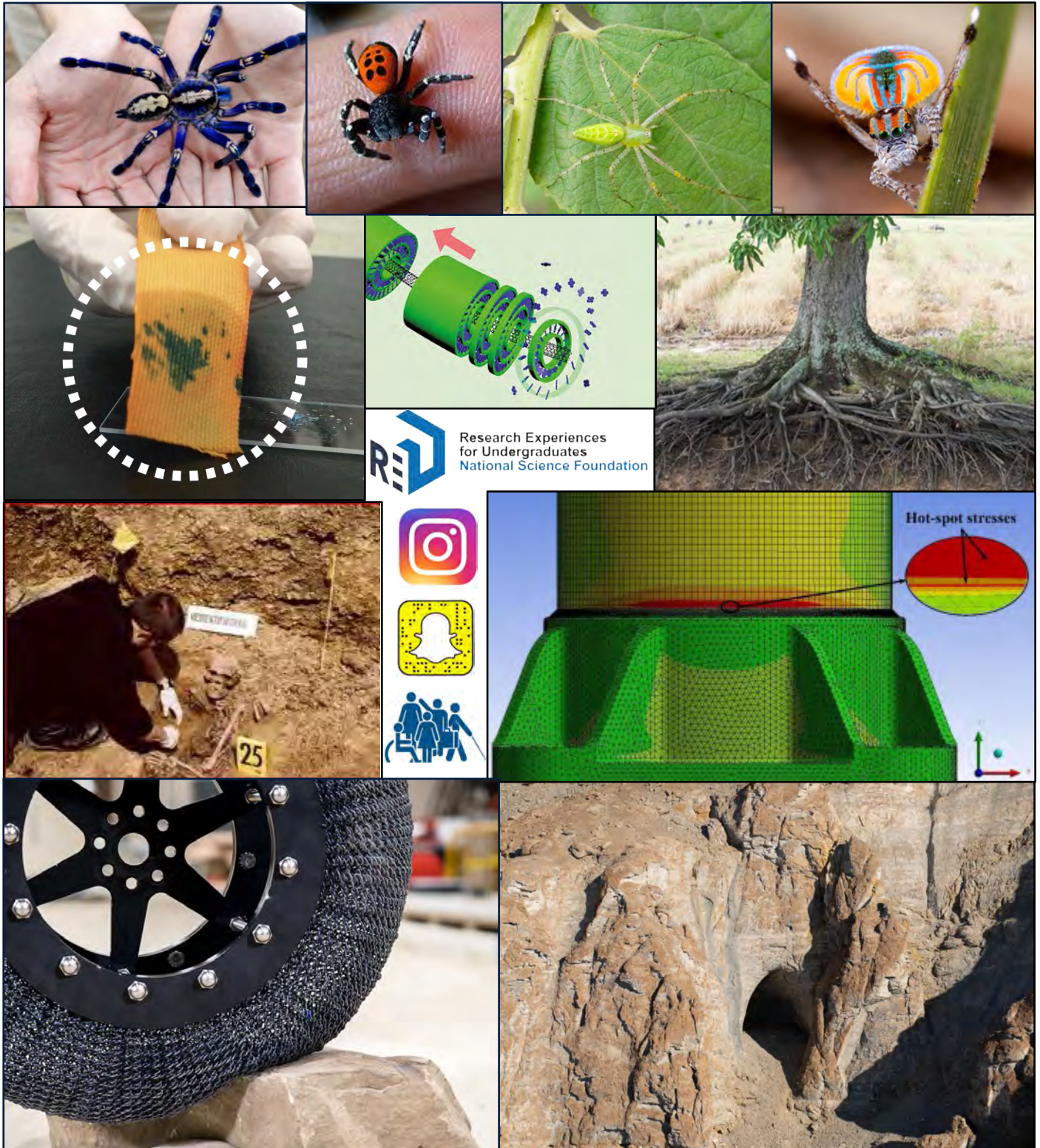
The refinement of customer service continues with the help of our Financial Aid Support Center including 24/7/365 access to a financial aid advisor through telephone or chat. During the months of July and August alone, the support center handled more than 9,600 calls and chats. Student contacts accounted for 77% of the total and 21% were from parents. The average hold time to speak with an advisor during August was 1 minute 53 seconds. Financial aid advisors continue to be available for walk-in visitors throughout the day with average wait times of ten minutes or less during the busy season.

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 3

RESEARCH REPORT

RESEARCH & SCHOLARLY ACTIVITIES



Research and Scholarly Activities Highlights

Color production mechanisms in spiders

Dr. Todd Blackledge, professor of biology, with former UA Associate Professor **Matt Shawkey** and **Bor-Kai (Bill) Hsiung**, Ph.D., class of 2017, have published their latest findings in the *Journal of Arachnology*. Dr. Hsiung completed his Ph.D. in Integrated Bioscience and conducted his UA research through the Biomimicry Research and Innovation Center (BRIC). Dr. Hsiung is continuing his research as a postdoc at the UC San Diego Scripps Institution of Oceanography.

The team's spider research is multi-faceted. This particular article focuses on the color production mechanisms in spiders (such as the peacock spider shown) and summarizes the state-of-the-art understanding of the topic, suggests future research directions, and facilitates advancements in related fields, including ecology, evolution, and functions of spider coloration.



Journal of Consumer Marketing award for outstanding paper

Dr. Alexa Fox, assistant professor of marketing, has received the *Journal of Consumer Marketing's* award for Outstanding Paper, for her research paper titled "Selfie-marketing: exploring narcissism and self-concept in visual user-generated content on social media." The research was conducted by Dr. Fox, along with researchers from Loyola University, New Orleans, Penn State Harrisburg, and Clarion University, and analyzed the popularity of selfies as it relates to classic research on narcissism. They found that millennials present different versions of themselves based on the social media network's environment such as Instagram and Shapchat. This research will help marketers adapt to the changing environment of social media and provide a better understanding of consumers.



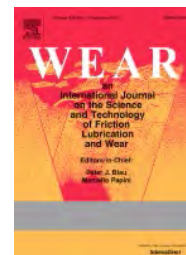
"Our research offers implications for what type of content resonates most on various social media platforms," explains Fox. "For example, marketers of products designed to improve customers' lives in some way, like cosmetics, might benefit from using Instagram, whereas products designed with everyday life in mind, like coffee, might be more successful on Snapchat."

New coating combines high hardness of boron carbide and the low friction of DLC

Dr. Yalin Dong and **Dr. Chang Ye**, associate professors of mechanical engineering; **Dr. Gary Doll**, Timken Professor and Director of the Timken Engineered Surfaces Laboratories; and their students have reactively sputtered boron carbide with acetylene to form a boron containing diamond-like carbon (DLC) coating.

The world-wide demand for increased durability of mechanical components used in challenging environments has driven the development of coating materials with high hardness to deliver greater wear resistance. The team chose boron carbide (B_4C) since it is one of the hardest known materials, comparable to diamond at room temperature; and the hardest known material at elevated temperatures.

Even though a systematic study of the tribological performance of the coating is still needed, this new coating's wear resistance is superior to a commercial coating currently used on rolling element bearings and gears. Their research findings are published in the October issue of *Wear*, an international journal on the science and technology of friction, lubrication, and wear.



Cover photos illustrate the breadth and depth of UA's research and scholarly activities as highlighted within this report. On the cover, L-R, row 1: a variety of colorful spiders: blue tarantula, ladybug spider, lynx spider, and peacock spider; row 2: (1) opioid detection mat, (2) self-threading monomer, (3) NSF REU program, and (4) tree roots; row 3: (1) extracting DNA from bones, (2-3) social media logos, (3) workplace adaptability for accessibility needs, and (4) weld stress failures; and row 4: (1) NASA tire design, and (2) Greenland's northernmost explored cave, photo by Robbie Shone.

UA researchers make the most of biomechanics research event



UA researchers were among the dozen research teams from around the world included in Davey Tree Expert company's Biomechanics Week held in August at their Shalersville research station. "Biomechanics Week is a creative partnership of scientists working together for the good of the industry," said Anand Persad, Ph.D., director of arboriculture and energy client programs at the Davey Institute. "Over the course of one week, these teams conduct practical research that produces results directly applicable to the arboriculture industry."

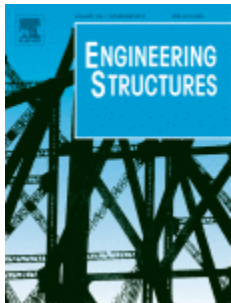
Witnessing this hands-on experimentation with real trees in an outdoor setting was especially valuable to the Biomimicry Research and Innovation Center (BRIC) Ph.D. students, under the guidance of **Dr. Petra Gruber**, associate professor of art and biology. One student, an engineer, is specializing in coastal resilience of Lake Erie, while the other, an architect, is studying the biomechanics of tree roots and applying that knowledge to design concepts for stronger building foundations to withstand extreme events such as flooding. The lab collaborates with Davey Tree on developing a field photogrammetry methodology to create 3D models of root morphologies.

Investigating the optimum skeletal element and bone tissue type to select for maximum nuclear DNA yield

Dr. Janna Andronowski, assistant professor of biology, along with co-researchers from the University of Tennessee and the University of Saskatchewan, have published their latest findings, "Application of X-ray photoelectron spectroscopy to examine surface chemistry of cancellous bone and medullary contents to refine bone sample selection for nuclear DNA analysis," in the *Journal of Analytical Atomic Spectrometry*. This forensic science research sheds new light on the relationship between nuclear DNA yield and cancellous bone/medullary contents.



UA's Structures Laboratory conducts safety testing of cantilevered light poles



Dr. Craig Menzemer, College of Engineering Interim Dean and professor of civil engineering, with a graduate assistant have published their test results, titled "A finite element study of welded aluminum shoe-base light pole details," in the November 2019 issue of *Engineering Structures*.

This study employs fatigue test results for welded aluminum shoe-base details generated in the laboratory as the basis for numerical studies using commercial finite element software (ANSYS). A parametric study incorporating changes in the geometry of the model was performed to better understand the behavior of welded aluminum shoe-base details under local stresses and different dimensions as well.

Out of this world better tire design

Dr. Heather Oravec, research associate professor in the Department of Mechanical Engineering, is contracted to work full time at NASA Glenn Research Center in Cleveland. One of her duties is testing tire designs using artificial soils that mimic Mars or lunar terrain. She refers to the current design she is working with as "memory metal" that can "envelope the rocks [and it] remembers what its original position was."

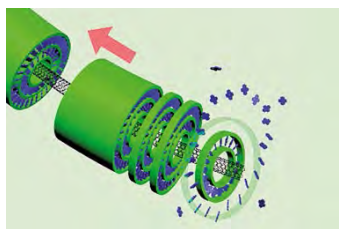
When Dr. Oravec is not working on tire designs, she works on docking designs and seals for the International Space Station.



Heather Oravec rolls a nickel titanium Shape Memory alloy tire on a simulated extraterrestrial surface in a lab at NASA Glenn Research Center in Cleveland.
Photo: Mike Cardew/Beacon Journal/Ohio.com

New ingenious self-threading monomer

An Ohio State University research team, with UA's **Dr. David Modarelli**, professor of chemistry, has published their research discovery in an article titled "Threading carbon nanotubes through a self-assembled nanotube," in the latest issue of *Chemical Science*. Simply put, by Matthew Blow, publishing editor at the Royal Society of Chemistry, the researchers "devised a sheath for carbon nanotubes that threads itself into place, piece by piece... like beads onto an abacus, before reconnecting to form a robust sheath." This work is the foundation for the design and assembly of hierarchically ordered, multicomponent nanostructures for use in a wide range of potential applications from optoelectronics to biomedicine.



International team explores remote Greenland caves

Dr. Hazel Barton, professor of Biology, renowned cave geomicrobiologist, was invited to join an interdisciplinary international research team that also included a specialist in geological mapping from Oxford University, a glaciologist with expertise with the Greenland Ice Sheet and climate change from the University of Sheffield, and experts in geology and cave permafrost studies from the University of Innsbruck. The expedition team, funded by the Austrian Science Fund, also included a medic, a photographer, a safety and rigging expert, a helicopter pilot, and a mechanic.

The team documented and explored more than thirty caves that had never previously been visited.



Large hoar frost crystals the size of dinner plates coat the walls and ceiling in a cave in North-east Greenland. Photo: Robbie Shone

Polymer undergraduate research program completes another successful summer



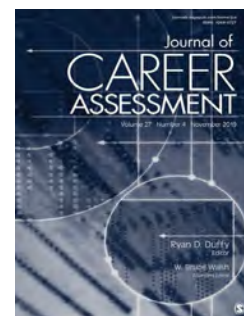
Congratulations to the 17 interns (shown at left) who recently completed the 2019 Research Experience for Undergraduates (REU) program!

Launched in 2004, this program brings students from across the country to learn about research methods and polymers. Under the direction of **Dr. Mesfin Tsige**, professor of polymer science, the eleven week program provides

undergraduate students with valuable work experiences and rare resources, opportunities to work alongside graduate students in the field, and the ability to learn more about polymers through different disciplines, including but not limited to engineering, chemistry, physics, and biomaterials.

Adult Workers with Chiari Malformation and the CCT Model of Adaptation

Dr. David Tokar and **Dr. Kevin Kaut**, professors of psychology, with a research partner from NEOMED, examined the career construction theory (CCT) model of adaptation using a sample of working adults diagnosed with Chiari malformation, a chronic health condition with varying degrees of cognitive, sensory, motor, and psychosocial complications. Their findings are published in the *Journal of Career Assessment*.



Technology Transfer Highlights

UA Research Foundation takes on enhanced role in innovation and entrepreneurship

UA Interim President John Green designated the University of Akron Research Foundation (UARF) to take on an enhanced leadership role in coordinating programming on innovation and entrepreneurship for UA students and faculty. These efforts build upon UARF's successful I-Corps Site program and startup company support services, as well as efforts by faculty and staff with an interest in problem-solving, invention and social entrepreneurship. "Innovation and entrepreneurship are, and have long been, central to The University of Akron's (UA) mission," Dr. Green said. "As a strategic priority, it is my goal to raise the profile of innovation and entrepreneurship on UA's campus and in the Greater Akron community." UA faculty, staff and students have been encouraged to reach out to UARF to share ideas on how entrepreneurship and innovation can be more strongly integrated into courses and co-curricular activities.



UA licensee Ovivo continues progress on commercializing water treatment technology

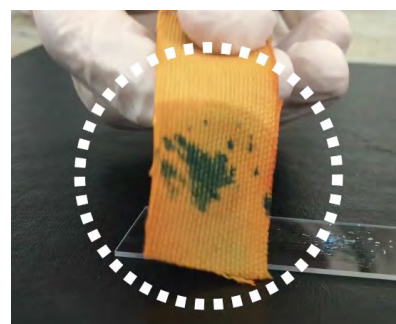


Ovivo's water treatment plant in Canton is playing host to a pilot project using UA algae technology

A dual purpose UA patented method for algae production and wastewater treatment, invented by Distinguished Professor of Chemical and Biomolecular Engineering **Lu-Kwang Ju**, was licensed to global wastewater treatment company Ovivo. Since signing the license in 2015, Ovivo has scaled up production of the process, launched a pilot plant in Canton, Ohio to assess the technology, and delivered growing licensing revenue to the university while advancing clean water solutions for the benefit of the public. Ovivo's license focuses on cleaning up wastewater through use of algae.

UA completes Ohio Opioid Challenge project to protect first responders

Nearly 50,000 people die each year in the US after overdosing on opioids, with Ohio being particularly hard hit from the second highest overdose rate in the nation. Researchers from Professor **Abraham Joy's** lab in the Department of Polymer Science have developed a new technology to immediately detect the presence of potentially lethal opioids, like fentanyl. Potent opioids, like fentanyl, pose an immediate threat to victims, families, first responders, security officials, mail handlers, and law enforcement agents who can be harmfully exposed to the drug even through accidental exposure. This chemistry invention is delivered in the form of cloth-like wipes and swabs that change color when in contact with an opioid. These drug-detecting wipes would provide a quick check to ensure safety. Prototypes have been tested, with excellent results, by criminal justice professionals. An Ohio based company has been formed to commercialize the technology.



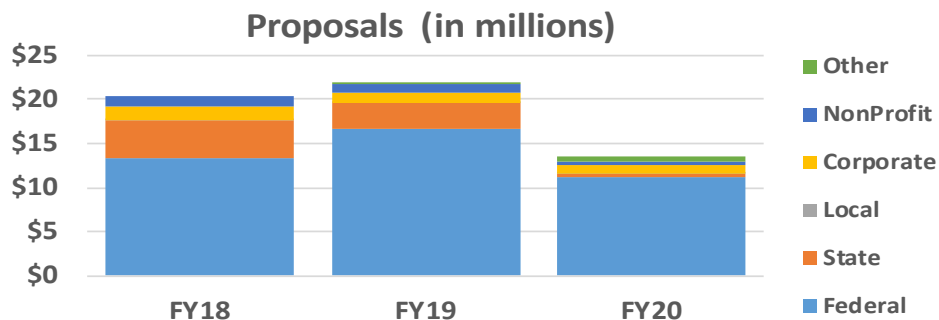
UA's opioid detection mat instantly changes color on exposure to opioids

PROPOSALS (New and Continuing)

FY18	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	34	\$ 13,332,028	\$ 4,160,884	\$ 204,654
State	5	\$ 4,268,640	\$ -	\$ 3,264,600
Local	3	\$ 86,323	\$ 3,513	\$ -
Corporate	25	\$ 1,564,099	\$ 364,497	\$ -
NonProfit	8	\$ 1,028,694	\$ 60,206	\$ -
Total	75	\$ 20,279,784	\$ 4,589,100	\$ 3,469,254

FY19	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	46	16,560,694	4,842,064	457,920
State	3	3,089,768	125,687	42,760
Local	1	24,967	5,152	-
Corporate	17	1,063,857	268,091	-
NonProfit	10	1,031,478	75,361	-
Other*	1	1,200	-	-
Total	78	21,771,964	5,316,355	500,680

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	35	11,239,563	3,087,116	100,088
State	3	237,177	48,509	-
Local	2	15,995	-	-
Corporate	21	1,001,043	209,966	-
NonProfit	9	368,371	23,720	5,382
Other*	2	724,948	132,324	225,388
Total	72	13,587,097	3,501,635	330,858



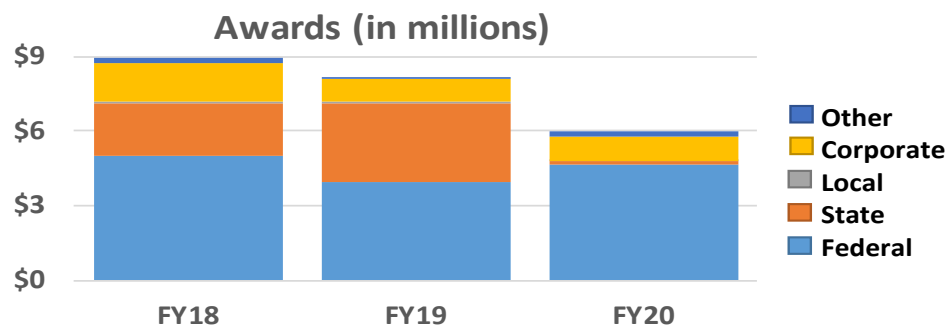
*Other is comprised of sponsor types: individual, non-U.S. government, and other universities.
This report may co-report with UA's Development Office.

AWARDS

FY18	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	34	\$ 4,975,053	\$ 1,391,845	\$ 58,520
State	2	\$ 2,125,000	\$ -	\$ 2,125,000
Local	6	\$ 86,323	\$ 3,513	\$ -
Corporate	25	\$ 1,528,735	\$ 175,829	\$ 75,000
Other*	7	\$ 221,793	\$ 10,363	\$ 12,156
Total	74	\$ 8,936,904	\$ 1,581,549	\$ 2,270,676

FY19	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	29	\$ 3,947,086	\$ 1,186,929	\$ 58,520
State	5	\$ 3,195,235	\$ 126,667	\$ 78,945
Local	1	\$ 24,967	\$ 5,152	\$ -
Corporate	17	\$ 912,654	\$ 226,532	\$ -
Other*	6	\$ 128,575	\$ 5,892	\$ 1,200
Total	58	\$ 8,208,517	\$ 1,551,172	\$ 138,665

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	21	\$ 4,657,183	\$ 1,029,450	\$ 6,615
State	4	\$ 112,590	\$ 16,658	\$ 30,800
Local	3	\$ 24,000	\$ 3,302	\$ -
Corporate	21	\$ 999,623	\$ 257,656	\$ -
Other*	8	\$ 176,371	\$ 11,481	\$ 3,698
Total	57	\$ 5,969,767	\$ 1,318,547	\$ 41,113



*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report does not include testing agreements. Also, this report may co-report with UA's Development Office.

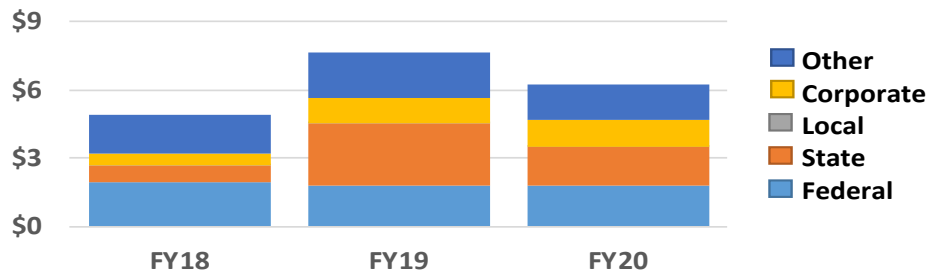
RESEARCH EXPENDITURES

FY18	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 1,936,095	\$ 583,921	\$ 27,904
State	\$ 779,046	\$ 73,805	\$ 174,888
Local	\$ 12	\$ -	
Corporate	\$ 504,859	\$ 105,650	
Other*	\$ 1,723,292	\$ 134,347	\$ 166,437
Total	\$ 4,943,305	\$ 897,723	\$ 369,229

FY19	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 1,830,264	\$ 539,145	\$ 13,757
State	\$ 2,710,149	\$ 49,471	\$ 1,520,445
Local	\$ 14,435	\$ -	\$ 8,389
Corporate	\$ 1,070,302	\$ 321,147	\$ -
Other*	\$ 2,005,879	\$ 107,396	\$ 128,203
Total	\$ 7,631,030	\$ 1,017,159	\$ 1,670,794

FY20	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 1,771,641	\$ 545,045	\$ 12,660
State	\$ 1,712,786	\$ 4,462	\$ 1,587,437
Local	\$ 12,565	\$ -	\$ 8,066
Corporate	\$ 1,232,997	\$ 322,587	
Other*	\$ 1,534,851	\$ 115,749	\$ 86,369
Total	\$ 6,264,841	\$ 987,843	\$ 1,694,533

Expenditures (in millions)



*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities.

Regarding expenditures, Other also includes institutional funding (such as startup accounts).

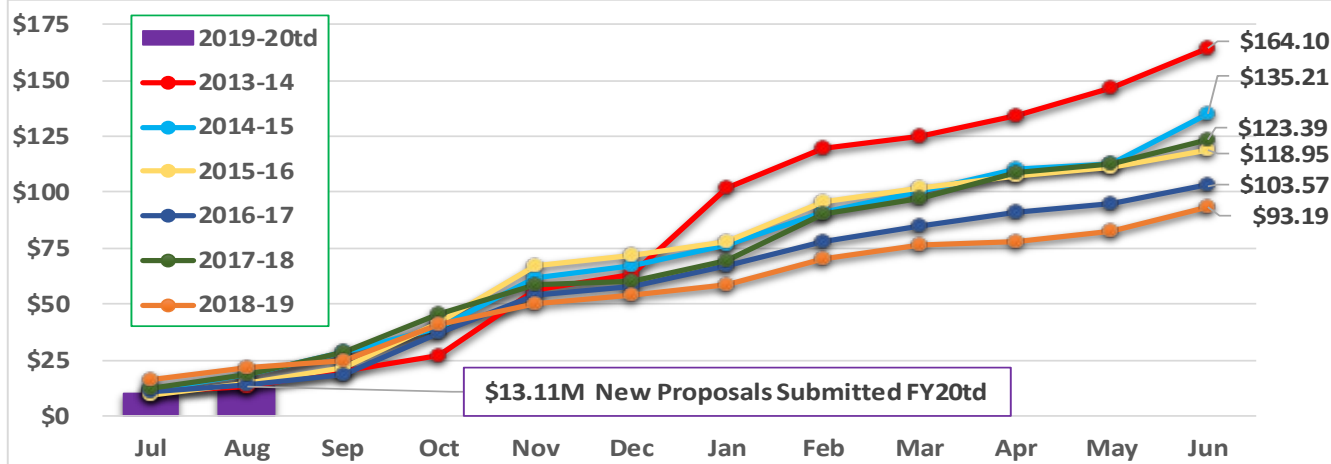
This report may co-report with UA's Development Office.

This page includes all research activity through the Office of Research Administration, as well as research-related accounts, such as start-up funding.

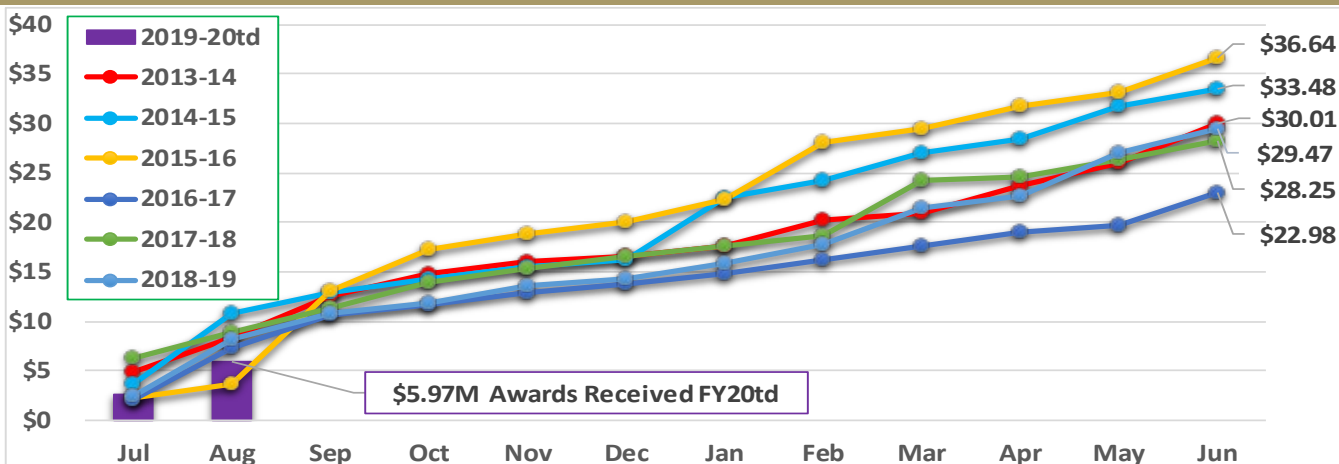
Fiscal Years 2014 through 2020-to-date

(dollars in millions)

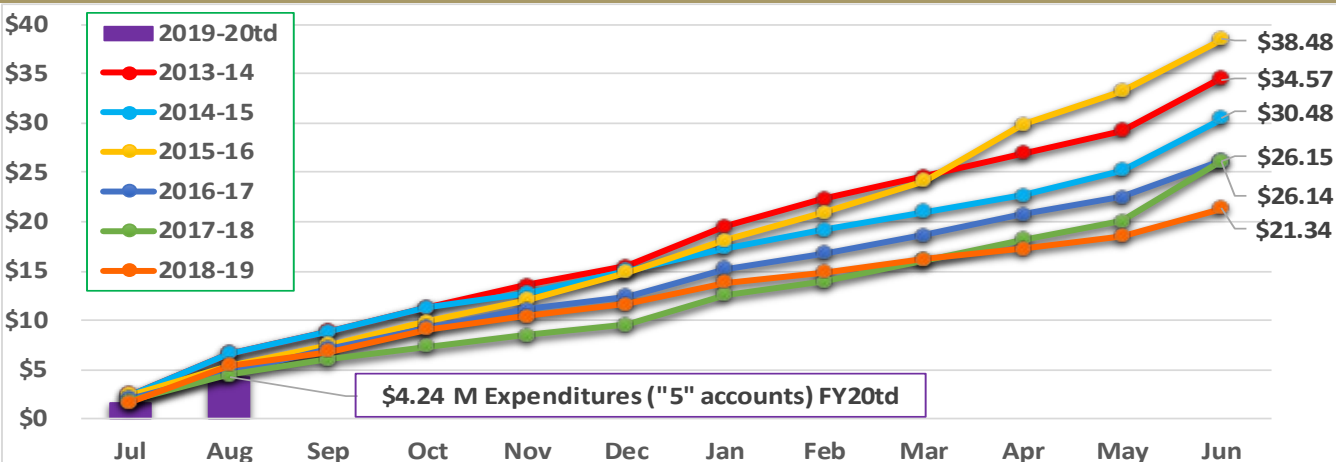
Cumulative New Proposal Dollars Sought



Cumulative New Dollars Awarded

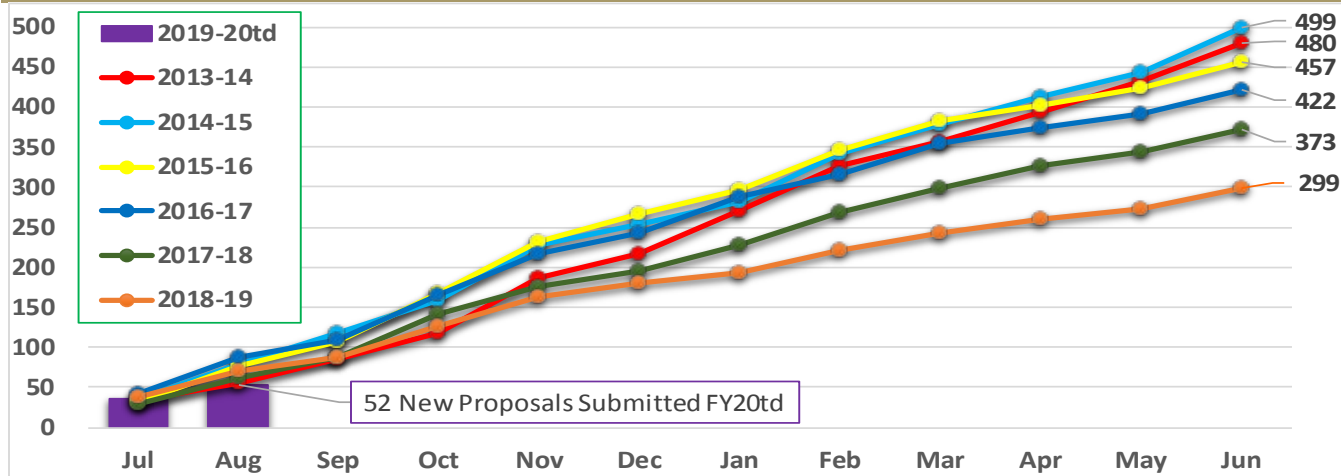


Cumulative Expenditure Dollars on Externally-Funded Research and Other Awards ("5" accounts)

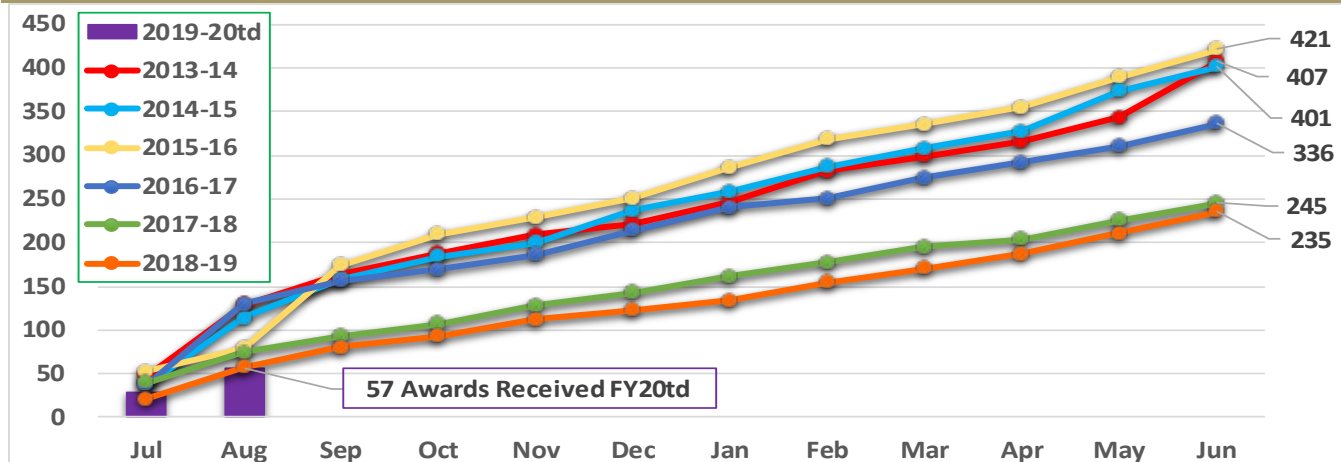


Fiscal Years 2014 through 2020-to-date

Cumulative Count of New Proposals Submitted

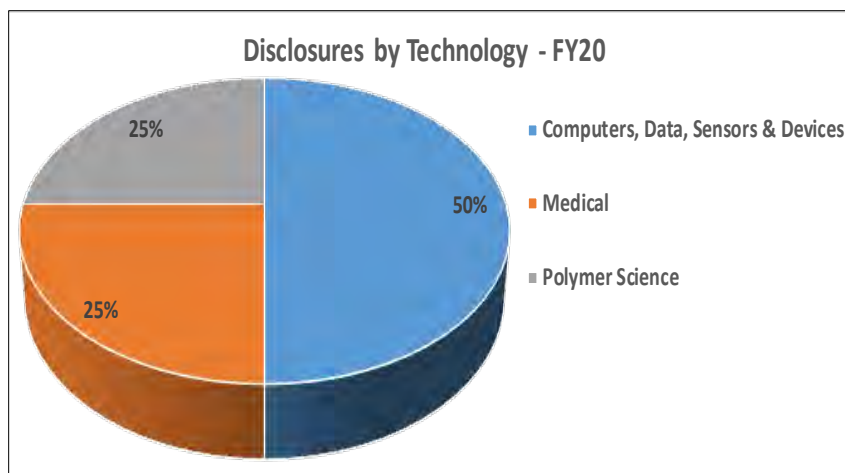


Cumulative Count of New Award Funding Received

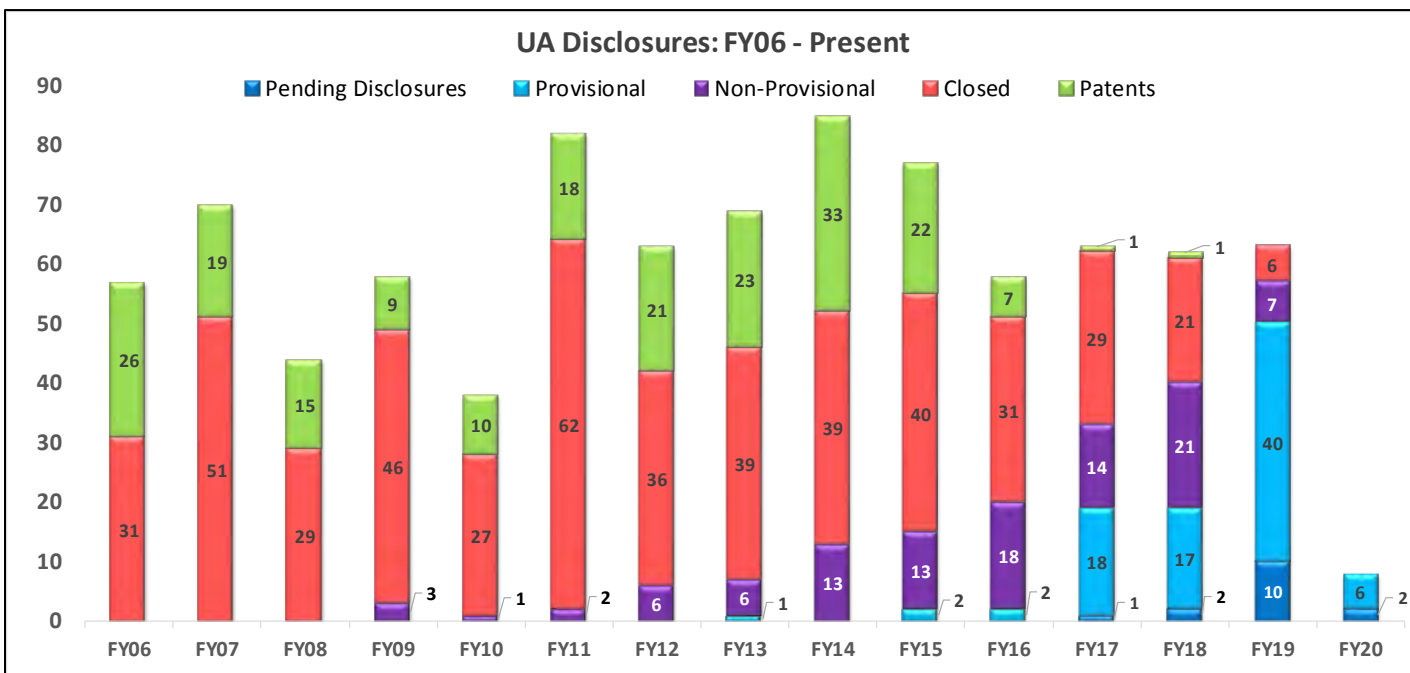
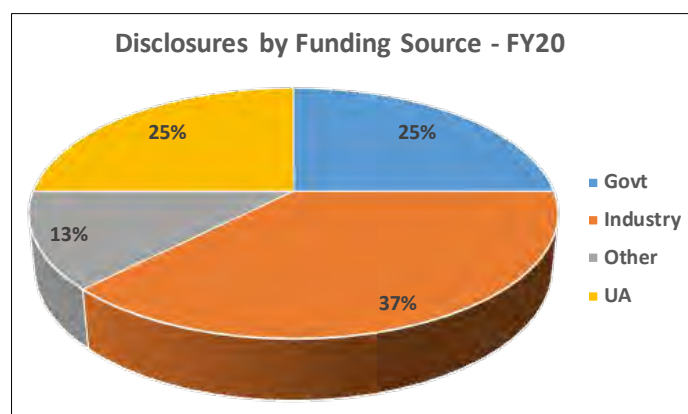


Technology Transfer: Invention Disclosures and Patent Activity FY06 to present

Disclosures submitted in FY20 to date continue in a variety of fields, with 50% being in computers/data/sensors/devices. All are being assessed regarding the technology and potential market and may be protected with a provisional patent. A provisional patent application protects an invention for one year. During this time a technology and market assessment is conducted to determine if a non-provisional patent should be filed. Once filed, it takes several years for the claims to be evaluated, revisions to be filed, and a patent to issue.



The funding source of research leading to inventions can affect the ability to commercialize the technology. Industry research agreements usually provide options for exclusive or non-exclusive licenses, with negotiated fees. Agreements often include provision for patent costs to be paid by the research sponsor. Government funding gives the university the right to patent and license, while including government use provisions. Other funding sources typically leave patent rights under university control and responsibility. Regardless of research funding, by Ohio statute any intellectual property created by State employees or by anyone using state funding or facilities is owned by UA.



U.S. Patents Issued from July 1, 2019 to August 31, 2019
(Sorted by Funding Source & Technology)

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
10,336,896	7/2/2019	One-Pot Synthesis of Highly Mechanical and Recoverable Double-Network Hydrogels	Jie Zheng, Qiang Chen and Chao Zhao	COE	Advanced Materials	Govt
10,350,795	7/16/2019	Flexible and Electrically Conductive Polymer Films and Methods of Making Same	Mukerrem Cakmak	CPSPE	Advanced Materials	Govt
10,344,304	7/9/2019	Materials Derived From Fermentation-Produced Rhamnolipids and Methods of Production	Lu-Kwang Ju and Shida Miao	COE	Biotechnology	Govt
10,336,137	7/2/2019	Electrorheological Fluids Incorporated into Polymeric Articles and Tires	Shing-Chung (Josh) Wong	COE	Advanced Materials	Other
10,376,009	8/13/2019	Impact Protection and Shock Absorbing System and Method	Emily Kennedy, Daphne Fecheyr-Lippens, Bor-Kai Hsiung, Douglas Paige and Nathan Swift	BCAS	Computers, Data, Sensors & Devices	Other
10,386,249	8/20/2019	Wearable Inductive-Force Sensor	Jiang Zhe and Li Du	COE	Computers, Data, Sensors & Devices	Other
10,340,458	7/2/2019	Perovskite Hybrid Solar Cells	Xiong Gong, Chang Liu and Kai Wang	CPSPE	Energy	Other
10,335,490	7/2/2019	Fluorinated Polymerizable Hydrogels for Wound Dressings and Methods of Making Same	Nic Leipzig and Asanka Wijekoon	COE	Medical	Other
10,368,886	8/6/2019	Surgical Apparatus With Force Sensor for Extraction of Substances Within the Body	Ajay Mahajan and Zahra Najafi	COE	Medical	Other
10,336,923	7/2/2019	Photoresponsive Polymers for Adhesive Applications	Abraham Joy, Ali Dhinojwala and Kaushik Mishra	CPSPE	Polymer Science	Other
10,336,862	7/2/2019	Biodegradable Polymers with Pendant Functional Groups Attached Through Amide Bonds	Abraham Joy, Sachin Gokhale and Ying Xu	CPSPE	Medical	UA

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 4

STUDENT AFFAIRS REPORT

REPORT TO THE ACADEMIC ISSUES AND STUDENT SUCCESS COMMITTEE

October 9, 2019

DIVISION OF STUDENT AFFAIRS

RESIDENT STUDENT MOVE-IN

- Residence Life and Housing (RLH) welcomed resident students to campus on five move-in days.
- The work of moving students in is no small task, and it is RLH's vision that the process be as seamless as possible for students and their families. As such, there were more than 600 volunteers from across campus including students, faculty, and staff.
- Fraternity & Sorority Life (FSL) members celebrated a 15-year partnership with assisting Residence Life and Housing during Move-In. From student leaders running all volunteer check-in and check-out stations, chapter members filling over 400 volunteer shifts, the FSL community dedicated over 1,660 hours to helping first-year and returning students move into their residence hall.
- Parents have been quick to praise, and thank, Residence Life and Housing staff members this week. They and a small army of volunteers have once again made the transition from home to campus a smooth one for students during our annual Move-in Week. Our crews got packed cars unloaded and then transported the possessions to their destinations. By now, most rooms have been transformed into a home away from home for the academic year ahead.
- *"We are always excited for Move-in Week," says Dr. Melinda Grove, director of residence life and housing. "These are our favorite days of the year as we see the excitement of new beginnings in our students' faces. Our move-in process would not be possible without the help of our amazing Residence Life and Housing staff, Parking Services, University Police, Physical Facilities, faculty and staff volunteers, alumni who return to help, and our student volunteers from fraternity and sorority life and countless other student organizations."*



NEW STUDENT CONVOCATION

- On Friday, August 23, 979 new students attended New Student Convocation held at First Energy Stadium – Cub Cadet Field. Immediately following, attendees made their way to a welcome reception on Coleman Commons with the chance to mingle with faculty, staff, and peers.
- The Undergraduate Student Government was represented by President Mark Okocha at New Student Convocation. Mark addressed the incoming class of students with a crowd-pleasing speech, offering both advice and challenges on how to get the most out of the collegiate careers ahead of his audience.
- Student Recreation and Wellness Services supported Convocation by providing games, activities, and staffing support during the post convocation celebration.



Undergraduate Student Government President Mark Okocha greets Zippy after addressing a stadium full of new Zips

WELCOME WEEKEND

- On Friday, August 23, the Office of Fraternity and Sorority Life (FSL) co-hosted with Campus Programs to kick off the fall semester with their annual Glow Party with over 925 participants. During a Glow Party, students are given a t-shirt and glow items and can enjoy a DJ, pizza and cookies.



Students of FSL donning their various glow stick accessories

- On Saturday, August 24, over 500 students attended the annual RA Lip Sync in EJ Thomas, sponsored by Residence Life and Housing/Residence Hall Council.



Annual RA Lip Sync at EJ Thomas

- Also on Saturday, Residence Life and Housing [Residence Hall Program Board (RHPB), Residence Hall Council (RHC)] and EJ Thomas co-sponsored Casino Night with over 900 attendees.
- Late Night at the Rec event, sponsored by Campus Focus, was hosted at the Student Recreation and Wellness Center. There was dodgeball and futsal, as well as free pizza. Student Recreation and Wellness Services supported with additional programs, tabling information, and rock climbing.
- The Fraternity and Sorority Life Ice Cream Social was held on Saturday featuring 25 chapters, IFC, PHC and NPHC governing councils. There were 721 non-affiliated students in attendance, which is a significant increase from 2018, along with 235 current members of the fraternity and sorority community.
- Over 180 student organizations participated in the annual RooFest event on Saturday. This involvement fair-style event sponsored by the Student Organization Resource Center (SOuRce) attracted over 3,900 guests and continues to play an instrumental role in helping to welcome new students to UA.
- On Sunday, August 25, RHPB, RHC, NRHH (National Residence Hall Honorary), and Sigma Lambda sponsored tables at RooFest. Balloon artist Louis Paul was featured as part of the program with over 650 participants.

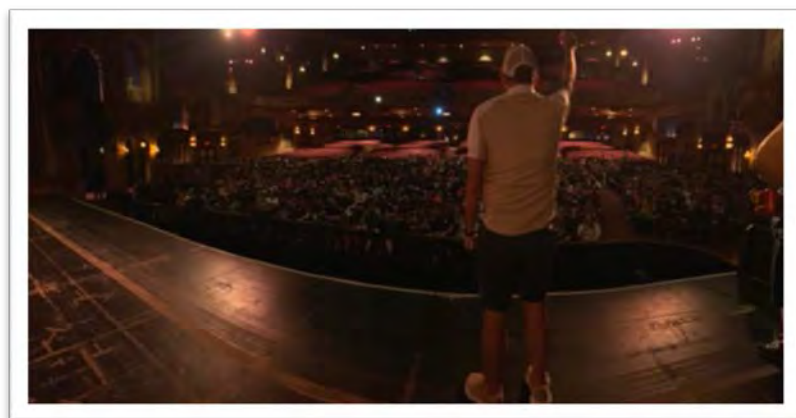


SRWS highlighted new program schedules for the semester during RooFest

- Many new students opted to participate in New Roo Weekend by attending their first troop meetings, led by current UA students serving as New Roo Weekend Leaders. Following troop meetings, 673 students participated in one of the 18 breakout sessions available for students to choose from.

New Roo Weekend Breakout Session	ATT 2019
Balancing on a Budget	33
Bookstore Basics	33
Chill Out with Career Services	16
Connecting as a Commuter	27
Do What Moves You	35
Get in the Game!	75
Getting the Right Start	34
Go Greek: Fraternity and Sorority Life Information Session	47
How to Get an A in Your First Math Course	110
Intro to Esports	75
Meal Plans and Dining 101	10
On Stage at UA!	30
Student Employment	43
Undergraduate Student Government	20
University of Akron Army ROTC	2
What is an Unclass?! Hacking Freshmen Year with the EX[L]	2
You've Got a Friend in Me	11
Your Involvement Starts Here	70
TOTAL	673

- After the breakout sessions, over 1,000 students made their way to the Akron Civic Theatre for the first-year speaker, Jon Vroman. Prior to the speaker, students were welcomed with a Coke Toast from Willy Kollman and Dr. John Messina and took a class selfie.



Coke Toast from Willy Kollman and class selfie at Akron Civic Theater

- Concluding the speaker, students marched together to Lock 3 for the Fall in Love with Akron event, which promotes community agencies and involvement opportunities in the greater Akron area. New Zips were exposed to some of the opportunities that exist beyond our University and encouraged to become more involved in their community broadly. Many presenters from the earlier breakout sessions were also present, giving students an opportunity to learn more about campus engagement.
- During the event, students could get lunch from City Barbeque, Swenson's, Barrio, and Firetruck Pizza food trucks as well as the Lock 3 Concession Stand with a voucher provided through their attendance at New Roo Weekend. Career Services also sponsored an ice cream truck where students could redeem an ice cream

voucher. W-ZIP was also present, along with many inflatables. Many donations were donated by campus departments and community partners which were raffled off towards the end of the event. Approximately 1,000 students participated in the Fall in Love with Akron event.



Fall in Love with Akron event at Lock 3

- Students were able to Chill Out with Career Services during a breakout session and at the Fall in Love with Akron event. Students met the Career Services team, while learning about our services, resources, and fall events. Career Services helped sponsor the ice cream truck for this event.

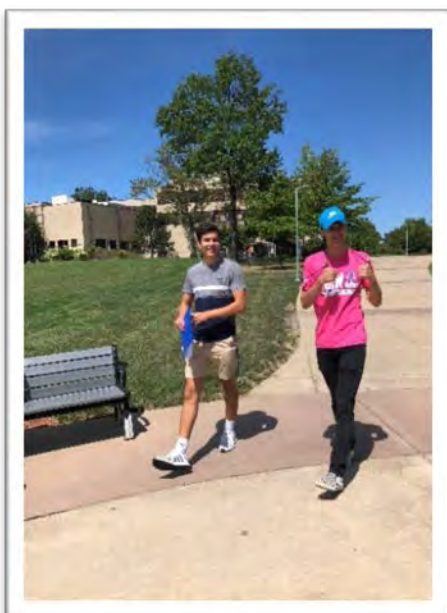


Chill Out with Career Services



Fall in Love With Akron at Lock 3

- On Sunday, August 25, more than 450 students went on a class schedule tour, which were facilitated by New Roo Weekend Leaders to assist new zips in locating their classroom locations for the first week of classes.



Class schedule tour where over 450 students located their classroom locations before classes beginning Monday.

WELCOME TEAM

During the first two days of the fall semester, tables were set up on Buchtel Common, at the Polymer Circle turnaround, and at the JAR/Rec Center turnaround to help students find their classes. Welcome Team tables were staffed by over 75 volunteers, including faculty, staff, and contract professionals 8:00am-5:00pm. Partnerships were also in place with the ZipAssist Information Desk in Simmons Hall and the Student Union Information Desk, branding the locations as official Welcome Team spots to provide additional assistance.



KNOW THE CODE WORKSHOPS

Workshops to educate new students on campus safety, Code of Student Conduct, and sexual respect were co-presented by The University of Akron Police Department, Parking Services, Student Conduct and Community Standards, and the Dean of Students Office Wednesday, August 21 thru Friday, August 23, serving 2,122 students. The makeup workshop conducted on Friday, September 6 served 290 more, making up 91 percent of the freshmen class (total 2019 attendance 2,412). This is an increase show rate from 2018's attendance by 8.3% percent. New for 2019, students not in attendance at any workshop will be enrolled in an online workshop with electronic version content delivered by the various campus speakers.

WELCOME BACK YARD PARTY

- This is a new event this year hosted by Fraternity and Sorority Life in which students enjoyed a barbeque, DJ and lawn games on Coleman Common and was held the first day of classes.
- ZPN planned and implemented three events and kicked off their movie series during the first two weeks of class. These events engaged a total of 3,061 students.
 - ZPN hosted Welcome Back Bingo on August 22. This event had a record-breaking turnout with over 500 students.
 - The annual ZPN Festival occurred on August 29 which promoted campus community. More than 600 students were able to enjoy free food, inflatables, novelties, and music.
 - ZPN's movie series showcased three different films, including Us, Avengers: Endgame, and John Wick 3, offering a total of six showings. The total attendance for these showings was 393.



Students enjoying the nice weather for the Welcome Back Yard Party



Welcome Back Bingo

- There were 67 students who participated in Two Yoga classes and one Pink Gloves Boxing class which took place on the Commons throughout the week with great student turnout.

DIRECT CONNECT WELCOME EVENT

- On July 31, Exploratory Advisors welcomed Stark State students participating in Direct Connect to campus with approximately 16 students attending the event. Students participating in the event learned about partnered advising and engagement opportunities at UA. In addition, students received a Direct Connect Zip Card and had the opportunity to connect with Student Life, Athletics, and Parking.
- Academic Advisors engaged with students and families before and during lunch to learn about their educational and career goals, concluding with a campus tour.

CAREER SERVICES

- During the summer of 2019, Career Services met with a total of 982 students for career advising appointments. Career Services staff conducted 32 presentations to classrooms, student organizations and New Student Orientations.
- By the end of the summer, there were 17,637 employers using Handshake! During the summer, employers posted 15,934 full-time and part-time positions, as well as 2,548 internship and co-op positions for our students and alumni.

OHIO COLLEGE2CAREERS – NEW THIS FALL

UA's Career Services and Office of Accessibility is excited to begin partnering with Opportunities for Ohioans with Disabilities (OOD) to offer the new Ohio College2Careers



program. UA is one of the first 15 public colleges and universities in Ohio to work with OOD to ensure eligible students with disabilities have the support they need to seek internships, complete their degree and/or credential, earn higher wages, and meet the demands of tomorrow's labor market. Mara Byers, an OOD counselor, is located on site at UA's Career Center in the Student Union. Mara will also meet with students in the Office of Accessibility in Simmons Hall.

SAY IT STRAIGHT

In cooperation with Summit County Public Health and the BSN Communities Nursing faculty, Student Health Services is sponsoring the "Say It Straight" program that empowers young people with skills to communicate effectively and honestly, build self-esteem, develop prosocial relationships and decrease harmful behaviors. Programming is by registration and open to the first 20 participants. Training is 8 hours in duration over two sessions and at completion students will receive a \$50 gift card of their choice. Pending successful completion of this pilot program additional dates will be offered to campus students 17-24 years of age.

CERTIFIED PEER EDUCATORS

On August 30, 2019 the initial 10 Certified Peer Educators (CPE's) completed their supplemental training and received their official certificates from the BACCHUS (Boosting Alcohol Consciousness Concerning the Health of University Students) Initiatives of NASPA (National Association of Student Personnel Administrators). They will be working on campus to initiate organic conversations around harmful alcohol consumption and other drug use. Through a stipend provided by SAMHSA (Substance Abuse and Mental Health Services Administration)/Communities Talk, the CPE's will be presenting programming to the campus during Alcohol Awareness week (October 21-25, 2019).

HELP-A-ZIP REFERRAL PROGRAM

The Help-A-Zip Referral Program is an early alert program that aims to provide needed resources and guidance to enrolled UA students. From August 1 thru September 1, 2019 more than 185 students were referred to the program and received additional support. The areas most commonly addressed with students during this period include: tuition/fees, textbook assistance, adjusting to college, and academic support.

UNITED WAY OF SUMMIT COUNTY – FINANCIAL EMPOWERMENT CENTER/THE SALVATION ARMY OF SUMMIT COUNTY

The University will continue to partner with United Way of Summit County – Financial Empowerment Center and The Salvation Army of Summit County for the 2019-2020 academic year. These partnerships provide students with access to free one-on-one financial coaching, social services, discounted childcare, and textbook assistance. A financial coach from United Way is available once a week per private appointments with students and staff. As of September 1, there is a four-week waiting list for these services. A licensed social worker from The Salvation Army is on campus three days a week to meet with students and provide necessary support. This campus partner is typically booked with appointments each week and regularly provides additional support outside of normal office hours.

CAMPUS CUPBOARD

ZipAssist will assume responsibility for the Campus Cupboard (food/resource areas on campus) beginning in the 2019-2020 academic year. Due to the generous support of the Salvation Army, Undergraduate Student Government, Barnes and Noble Bookstore, and a variety of donors, this program will continue to provide non-perishable items to students in need. Cupboards are located in the Student Union, Simmons Hall, and the Polsky Building. Since August, more than 1,300 non-perishable goods, school supplies, and hygiene products have been utilized at the Simmons Hall location alone. Discussions are taking place with local corporations and across campus to discuss expanding this much needed resource.

STUDENT EMERGENCY FINANCIAL ASSISTANCE (SEFA) PROGRAM

The University of Akron has concluded a two-year pilot grant program with the Ascendium Education Group (formally Great Lakes Higher Education). The Student Emergency Financial Assistance (SEFA) program provided more than \$325,000 in emergency aid support to over 420 enrolled students. The program resulted in a 99% retention of students who received emergency support. Due to the generous support of a variety of donors and local foundations, the SEFA program will continue. Referrals to the program typically focus on food insecurity, affordable housing, reliable transportation, and basic needs. As a result of lessons learned from the SEFA program, the ZipAssist office has transitioned to address these needs through new programs, innovative approaches, and community partnerships.

FAMILY WEEKEND

In partnership with Homecoming, ZipAssist will host Family Weekend on October 11-13, 2019. A variety of events such as a carnival, pumpkin painting, bingo, tie-dye, and various family-friendly activities have been planned. Support for the weekend is provided by Downtown Akron Partnership, Student Recreation and Wellness Services, Residence Life and Housing, the Department of Student Life, Myers School of Art, eSports, the Student Union, the Civil Practice Legal Clinic, Bierce Library's MakersSpace, and the Zips Programming Network.

AMERICORP

ZipAssist will host an AmeriCorp team member for the 2019-2020 academic year. This team member will focus on food insecurity issues and is charged with implementing creative strategies to assisting students who may be in need. This team member will begin working on campus at the end of September and will serve their term until June 2020.

PARENTS AND FAMILY ASSOCIATION (PFA)

Through the Parents and Family Association (PFA), the ZipAssist team provides online education to parents about affording college, textbooks, loans, and scholarships through a monthly webinar series. The September topic of “Keeping Your Student Engaged With Campus” was co-presented by Adam Beverly, Coordinator of Involvement within the Department of Student, and Alison Doehring, Director for ZipAssist.

PRESIDENT’S AWARD

Dr. Sara Rieder Bennett, Assistant Director of Testing, received the President’s Award from the National College Testing Association during the organization’s annual conference in New Orleans.



Pictured 2nd from left: Dr. Sara Rieder Bennett, along with other NCTA award winners

HOPE AND HEALING RAPE CRISIS CENTER OF SUMMIT AND MEDINA COUNTIES

In 2014, the University of Akron established a robust partnership with the Rape Crisis Center of Summit and Medina Counties now known as Hope and Healing Rape Crisis Center of Summit and Medina Counties (RCC). A Memorandum of Understanding outlines the responsibilities of the University and the agency and allows UA students increased access to 24/7 victim services and a wealth of prevention programs and activities sponsored by RCC. This year, the RCC is launching a campaign to raise visible awareness and engage students in conversations about sexual assault prevention. They have enlisted the support of a small group of student leaders who will receive a \$100 incentive for enlisting fellow UA students willing to wear a free awareness raising T-Shirt to class or events on campus. The shirts feature one of two slogans (“I Ask First” and “Creating a Culture of Consent”) and include the number 330-434-7273 for the 24/7 victim services hotline. During the campaign students wearing the shirts will also be eligible for additional prizes.

SERVE AKRON

In the month of August, serveAkron partnered with Akron Hope and The Well CDC for a two-part program series with the Teacher Supply Drive and First-Year Student Service Project. Through the donation drive, UA faculty, staff, and students donated over 450 essential items to support the classroom in Mason Elementary and Helen Arnold to alleviate the amount of personal funds teachers use to provide classroom materials. On August 22, serveAkron kicked off the school year with part two of the Akron Hope program series: The First Year Service Project, with 31 volunteers assisting in sorting thousands of school supplies collected for teachers in Mason Elementary and Helen Arnold Community Learning Center. Additionally, Helen Arnold teachers provided lists of tasks to assist in preparing their classrooms for the new year.



First-year students learn about Akron Hope and the impact of their service within the Akron community

NATIONAL PANHELLENIC CONFERENCE COLLEGE PANHELLENIC EXCELLENCE AWARD

The University of Akron's College Panhellenic Council was recognized as a National Panhellenic Conference (NPC) College Panhellenic Excellence Award recipient. This award recognizes College Panhellenics for their work to advance the sorority experience. *"NPC is proud to recognize the hard work of our College Panhellenics in striving for Panhellenic excellence,"* said Linda Henderson, NPC College Panhellenics Committee chairman. *"They have demonstrated a commitment to upholding high standards for their College Panhellenic as well as ensuring the sorority experience is beneficial to all members on their campus."* NPC has recognized student-led College Panhellenic Associations with awards for more than 50 years and has used the excellence and achievement structure since 2013. With NPC member organization chapters located at more than 670 U.S. and Canadian colleges and universities, only the top-scoring groups are honored. College Panhellenic Associations are cooperatives comprised of all NPC member sororities on a campus. The University of Akron's Panhellenic is one of 26 chapters to receive this award and has previously been recognized with Excellence in 2013, 2017, 2018 and with Achievement in 2015 and 2016.



The 2019 Panhellenic Executive Board (left to right): Mikayla Pfouts, VP Communications, Jessica Leyva, VP Membership, Morgan Mosiniak, VP Recruitment, Emily McGrath, PHC President, Alicen Fimple, VP Administration, Amelia Manzier, VP Judicial Affairs, Kyleigh Buhl, VP Risk Management, and Nichole Santangelo, VP Community Relations

FRESHMAN ORIENTATION TRIP

White water rafting outdoor adventure freshman orientation trip took place this summer providing students the opportunity to meet other classmates and participate in a unique experiential learning opportunity. This collaborative program with New Student Orientation and Student Recreation and Wellness Services has created lasting friendships and connections to campus facilities and administrators for over 10 years. The trip was whitewater rafting down the Class III Lower Youghiogheny River, exploring the natural rock waterslide, hiking, and visiting Cucumber Falls. A total of 15 incoming freshmen participated and two New Student Orientation leaders helped facilitate.



Freshman Orientation Trip - white water rafting at Youghiogheny River

CUYAHOGA RIVER WATER TRAIL

Student Recreation and Wellness Services is a Stakeholder Partner in the Cuyahoga River Water Trail project that is working on state designation of the Cuyahoga River. This project is being led by the National Park with the designation is to take place on October 4. The Outdoor Adventure program is working with a variety of community partners to continue progress toward the designation goal. The UA Outdoor Adventure program is the only university with American Canoe Association (ACA) certified river kayak instructors on staff in Northeast Ohio.

Action Items for Consent Agenda Consideration:

1

*Revisions to University Rule 3359-11-05, Court and military leave for all employees except bargaining unit faculty

2

Revisions to University Rule 3359-20-03.2, Faculty workload policy

3

*Revisions to University Rule 3359-60-07, School of law admission



CONSENT AGENDA:
ITEMS 1, 3

October 9, 2019

Board Meeting

Presiding:


Alfred V. Ciraldo, M.D.



Office of the Vice President &
General Counsel

DATE: October 1, 2019

TO: Dr. Rex D. Ramsier
Executive Vice President & Chief Administrative Officer

FROM: John J. Reilly 
Associate Vice President and Deputy General Counsel
Assistant Secretary, Board of Trustees

RE: **Summary of Rules Committee Agenda Items for the
October 9, 2019 Meeting of the Board of Trustees**

The Rules Committee will be asked to consider revisions to the following Rules at its meeting on October 4, 2019:

1. **O.A.C. 3359-11-05 – Court and military leave for all employees except bargaining unit faculty.**

Diane Shovestull, Payroll Manager, recommends revisions to this rule to: (a) correct the title and delete the introductory paragraph, to better state the scope of the rule; and, (b) correct language concerning the means by which leave should be recorded for University records.

2. **O.A.C. 3359-20-03.2 – Faculty workload policy.**

The Office of Academic Affairs proposes revisions to the faculty workload policy rule to clarify: (a) the applicability of the rule to tenured and tenure-track faculty; and (b) that certain academic units with unique situations may require special consideration when assigning teaching responsibilities under the workload policy.

3. **O.A.C. 3359-60-07 – School of law admission.**

The School of Law seeks to modify the admissions rule to permit the use of the Graduate Record Exam (GRE) as an admissions' testing alternative to the traditional LSAT admissions exam. This change would make Akron the first public law school in Ohio to accept the GRE as an admissions exam. The rule also has been modified to remove outdated information related to the admissions process.

3359-11-05 Court and military leave for all employees ~~except bargaining unit faculty.~~

~~This rule shall apply to all twelve-month faculty who are not bargaining unit faculty, and it shall apply to contract professionals, and to unclassified exempt staff.~~

(A) Court leave.

- (1) Except as otherwise provided by law or collective bargaining agreement, employees will be granted leave with pay if:
 - (a) Summoned for jury duty by a court of competent jurisdiction,
 - (b) Subpoenaed to appear before any court, commission, board or other legally constituted body authorized by the law to compel the attendance of witnesses, where the employee is not a party to the action, or
 - (c) Participating in any action, as an appellant or subpoenaed witness, before the state personnel board of review and is in active pay status at the time of scheduled hearing before the board.
 - (d) When utilizing court leave, a copy of the summons or subpoena must be forwarded to human resources for retention in the employee's personnel file. ~~The "notes" area of the time record should indicate "lwp-court leave."~~ Court leave should be reported on the time sheet by utilizing the "Jury Duty" pay code.
- (2) An employee who is appearing before a court or other legally constituted body in a matter in which the employee is a party, such as but not limited to a plaintiff or defendant, may be granted vacation time or leave of absence without pay. Such instances would include, but not be limited to, criminal or civil cases, traffic court, divorce or custody proceedings, or appearing as directed as a parent or guardian of a juvenile.
- (3) Proof of appearance will be required.
- (4) Any compensation or reimbursement for jury duty or for court attendance compelled by subpoena, when such duty is performed during an employee's normal working hours, shall be remitted by the university employee to the payroll office.

(B) Military leave.

- (1) Qualifying employees of the university who are members of the Ohio national guard or a reserve component of the armed forces are eligible for leave with pay for the time they are performing service in the uniformed services. Such qualifying employees may be eligible for leave with pay for periods of up to one month, for

each calendar year in which they are performing service in the uniformed services. A copy of the employee's military orders or other authorizing document for such duty must be submitted to human resources in all cases to qualify for leave with pay. For purposes of this provision, a calendar year begins on the first day of January and ends on the last day of December. As used in this provision, a month means twenty-two eight-hour work days or one hundred seventy-six hours within one calendar year.

- (2) When utilizing military leave, a "PAF" is required to indicate the date military leave commences.
- (3) Qualifying employees entitled to leave provided under paragraph (B)(1) of this rule and who are called or ordered to federal service in the uniformed services for more than a month by an executive order issued by the president of the United States or by an act of congress, are eligible for a leave of absence with pay during the period designated in the order or act. Any such employee will be paid each month an amount that equals the difference between the employee's gross monthly wage or salary as a university employee and the sum of the employee's gross uniformed pay and allowances received for that period. A copy of the employee's military orders or other authorizing document for such duty, including but not limited to a military leave and earnings statement, must be submitted to the employee's supervisor and the appointing authority to qualify for leave with pay.
- (4) Qualifying employees entitled to leave provided under paragraph (B)(1) of this rule and who are called or ordered to state active duty for more than a month by a proclamation of the governor, are eligible for a leave of absence without pay for the duration of such service in accordance with the requirements stated in this rule.
- (5) Federal active duty health insurance coverage. A qualifying employee called to federal active duty in the uniformed services pursuant to paragraph (B)(3) of this rule or his or her spouse or dependents may elect to continue or to reactivate the group health plan coverage for the duration of the time the employee is on active duty as described in paragraph (B)(3) of this rule. An employee, spouse, or dependent who requests the continuation or reactivation of insurance must pay any employee contribution required during the time the employee is on federal active duty.
- (6) State active duty health insurance coverage. A qualifying employee called to state active duty in the uniformed services or his or her spouse or dependents may extend university health insurance coverage, as authorized by statute, after coverage would ordinarily terminate due to the call up (currently eighteen months).
 - (a) An employee, spouse, or dependent who wishes to extend health insurance coverage must pay the employee's portion of the insurance premium (UA choice dollars) during the period of activation, not to exceed eighteen months as entitled by statute.

- (b) Depending upon mitigating circumstances as set forth in this paragraph, a qualifying employee called to active duty, or his or her spouse or dependent, who elects to extend health insurance coverage may further extend coverage as entitled by statute (currently thirty-six months). Some mitigating circumstances that would allow the employee to further extend health insurance coverage include, but are not limited to:
 - (i) Death of the employee;
 - (ii) Separation or divorce of the employee and his or her spouse; or
 - (iii) Cessation of a dependant child's dependency pursuant to the terms of the insurance contract.
- (c) If an employee, his or her spouse, or a dependant elect to extend health insurance coverage, the continuation of coverage ceases if any of the following events occur:
 - (i) The employee, his or her spouse, or a dependant becomes covered by another group insurance contract, not including the civilian health and medical program of the uniformed services;
 - (ii) The continuation period (eighteen or thirty-six months) expires;
 - (iii) The employee, his or her spouse or a dependant fails to make timely payments; or
 - (iv) The group contract is cancelled, unless the contract is replaced by similar coverage.
- (7) Any eligible employee, unless employed briefly with no reasonable expectation of continued employment, called or ordered to uniformed service will be reinstated to his or her former or similar position provided the employee makes timely application for reemployment. An employee is eligible for reemployment if:
 - (a) The employee gave notice that he or she was leaving to perform military service;
 - (b) The employee's cumulative military service is less than five years, not including inactive duty training (drills), annual training, involuntary recall or retention on active duty, voluntary or involuntary active duty in support of a war or national emergency, or additional training requirements determined and certified in writing by the service secretary;
 - (c) The employee was released from military service under honorable conditions as specified in the regulations of the respective military branch in which the employee served; and

- (d) The employee reported back to work within the applicable time.
- (i) For service less than thirty-one days, the employee must notify the university of his or her return not later than the beginning of the first full regularly scheduled work day on the first full calendar day following the completion of service and the expiration of eight hours after a period allowing for safe transportation from the place of service to the employee's residence. The employee must return to work at a mutually agreed upon date and time, after notifying the university of his or her return to the area.
 - (ii) For service more than thirty days, but less than one hundred eighty-one days, the employee must submit an application for reemployment not later than fourteen days following the completion of service.
 - (iii) For service more than one hundred eighty days, the employee must submit an application for reemployment not later than ninety days following the completion of service.
- (8) For any employee reemployed under this policy whose health insurance has otherwise terminated, the university will reinstate the employee's health insurance upon application.
- (9) For any employee reemployed under this policy, the university will credit the employee, for purposes of the Family and Medical Leave Act eligibility, with the months and hours of service that he or she would have been employed with the university but for his or her military service.
- (C) Any questions regarding this policy should be directed to human resources.

Effective: ~~01/31/2015~~

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.03; 1751.54; 5923.05; 5923.051

Rule Amplifies: 3359.01

Prior Effective Dates: 09/11/2000, 02/22/2003, 06/25/2007, [01/31/2015](#)

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Revisions to University Rule 3359-11-05
Court and military leave for all employees except bargaining unit faculty

BE IT RESOLVED, That the recommendation presented by the Rules Committee on October 9, 2019, to revise Rule 3359-11-05, be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 9, 2019

3359-20-03.2 Tenured and tenure-track faculty workload~~Faculty workload policy~~.

- (A) ~~The university~~ This tenured and tenure-track faculty workload policy is designed to give directions to colleges and individual units (departments, etc.) in creating their own workload policies and is based on the philosophy and criteria presented in the report of the regent's advisory committee on faculty workload standards and guidelines.
- (B) Faculty workload.
- (1) Three activities, teaching, research/creative activity, and service, make up the tenured and tenure-track ~~full-time~~ faculty workload. In setting appropriate percentages or amounts of each activity for a full workload, the need for flexibility is recognized. Many differences exist between colleges and departments of this university, and these differences preclude the possibility that a single set of percentages or figures can be rigidly applied for all. Therefore, the emphasis given to each activity will depend on the mission of the individual unit. However, the percentage of the unit's total teaching effort should conform to the following specified ranges according to mission.
- (a) Baccalaureate department: (active four-year undergraduate programs with no, or limited, activity in graduate programs). In general, the norm for teaching activities should be seventy to eighty per cent of a total departmental workload, with the remaining twenty to thirty per cent devoted to other scholarly activities of research/creative activity and service. Tenured and tenure-track ~~Full-time~~ faculty should be expected to devote most, if not all, of their teaching effort to undergraduate instruction.
- (b) Baccalaureate/masters departments: (active baccalaureate and masters degree programs). For academic departments, or equivalents, with active baccalaureate and masters degree programs, the recommended norm for teaching activities is sixty to seventy per cent of the total departmental workload with the remaining thirty to forty percent devoted to research/creative activity, service, and other professional activities consistent with the department's mission. It should be expected that tenured and tenure-track ~~full-time~~ faculty in these departments will devote more of their effort to teaching undergraduates than to graduate level instruction.
- (c) Baccalaureate/masters/doctoral departments: (active baccalaureate, masters, and doctoral programs). Departments, or equivalent units, with active baccalaureate,

masters, and doctoral programs should have a norm of fifty to sixty per cent of the total departmental workload devoted to teaching. The remaining forty to fifty per cent of workload time should be devoted to research/creative activity, service, and other professional responsibilities that further the goals of the department and the university. It is expected that [tenured and tenure-track](#) ~~full-time~~ faculty teaching in these departments will be personally involved in undergraduate instruction. The fact that a department offers a masters or doctoral degree is not sufficient indication of an active program. In deciding where a department is located along the continuum from active undergraduate programs to active research/creative activity and graduate programs, consideration should be given to the research/creative activity productivity of the faculty, including externally funded research, and the average number of graduate and/or professional degrees granted annually. It should be the responsibility of the dean, in consultation with the senior vice president and provost and chief operating officer, to determine the appropriate division of workload expectation for each department, or equivalent unit, in the college according to the department's level of activity in the degree program it offers.

- (d) University two-year or associate degree programs: (active associate degree programs with no, or little baccalaureate activity) faculty whose principal appointment is in university associate degree department/program, with no, or limited, baccalaureate activity, should have undergraduate teaching as their major responsibility. Such faculty members may also have professional development and service as part of their workload expectations, as needed to further the mission of the program and the university. Departments with associate degree programs should be expected to devote between eighty to ninety percent of their total workload to teaching related activities, with the remaining ten to twenty per cent devoted to professional development and service.

[\(e\) Special cases.](#)

- [\(i\) The university recognizes that some programs may not fit into one of the categories of departments specified in paragraph \(B\)\(1\)\(a\) - \(d\) of this rule. In these cases, the appropriate proportion of time to be devoted by the academic unit to teaching should be determined by the dean or appropriate academic officer, subject to approval of the senior vice president and provost and chief operating officer. In these cases, the primary concern should be for undergraduate teaching activities. For departments or programs that differ significantly from the above classification, e.g., those that have graduate programs but no, or few, undergraduate ones, the appropriate teaching responsibilities for such departments should be](#)

determined by consultation between the department chair and the college dean or other appropriate academic officer, subject to the approval of the senior vice president and provost and chief operating officer.

(ii) The university also recognizes that the norms for teaching activities specified in paragraph (B)(1)(a) - (d) of this rule may require downward adjustment for departments with unusually heavy service requirements and for departments that have few tenured and tenure-track faculty members who, because there are few of them either in absolute numbers or relative to a large number of non-tenure track faculty members and/or part-time faculty members, must bear abnormally large service obligations. In these cases, the appropriate teaching responsibilities should be determined by consultation between the department chair and the college dean or other appropriate academic officer, subject to the approval of the senior vice president and provost and chief operating officer.

~~(e) Part-time faculty. Part-time faculty includes those persons appointed to carry out instructional responsibilities dictated by enrollment demand or by special needs of an academic unit. Because their primary responsibility is teaching, part-time faculty is not usually expected to engage in other university duties. Like all faculty they are expected to fulfill all teaching obligations, including meeting all sessions of assigned classes, preparation for the classes, timely grading and return to students of assignments and examinations, and maintaining of office hours or another method of allowing students in their classes to meet with them. The actual assignment of instructional responsibilities for a part-time faculty member will be determined by contractual agreement with the university.~~

~~(f) Special cases. The university recognizes that all programs may not fit administratively into one of the above categories of departments. In these cases, the appropriate proportion of time to be devoted by the academic unit to teaching should be determined by the dean or appropriate academic officer, subject to approval of the senior vice president and provost and chief operating officer. In these cases, the primary concern should be for undergraduate teaching activities. For departments or programs that differ significantly from the above classification, e.g., those that have graduate programs but no, or few, undergraduate ones (for example, polymer science), the appropriate teaching responsibilities for such departments should be negotiated between the department chair and the college dean or appropriate academic officer subject to the approval of the senior vice president and provost and chief operating officer.~~

(2) Formulation of workload policy.

(a) With the suggested range from the appropriate mission category in mind, individual units are to formulate a workload policy, paying particular attention to the following:

- (i) Providing quality undergraduate education;
 - (ii) Establishing a relative balance between teaching, research/creative activity, and service;
 - (iii) Establishing accountability in seeing student needs are met; and
 - (iv) Assuring flexibility in teaching assignments.
- (b) The workload policies need to include statements of:
- (i) Overall workload expectations to ensure a balance of faculty time and effort spent in teaching, research/creative activity, and service. Achievement of this balance for the department (through the assignment of individual faculty) should be the responsibility of the department chair (or other appropriate academic officer), subject to review and approval of the dean.
 - (ii) The types and amounts of instruction needed to accomplish the teaching mission of the unit. Normally this includes an analysis of the likely number and types of courses/sections necessary to satisfy the demand for undergraduate general education, undergraduate major and graduate programs.
 - (iii) Overall expectations for research and creative activity by the faculty.
 - (iv) Overall service contributions expected of the faculty.
- (3) General university guidelines.
- (a) The concept of load credit represents an attempt to provide a viable method of quantifying certain kinds of activity that the university expects from each faculty member on full time appointment. The standard load for all tenured and tenure-track ~~full-time~~ faculty on nine-month contracts is twenty-four load credits per academic year and includes load credit for teaching, administrative responsibility, research/creative activity, instructional support, and service. For tenured and tenure-track ~~full-time~~ faculty on twelve-month contracts, the standard load is twenty-four load credits per academic year and six in the summer. The following policies provide direction for assigning load credit to the activities of each faculty member:
 - (b) Teaching in general.

The basic unit for measuring teaching load is the load credit that represents one fifty-minute period of classroom activity per week for one semester. Load credit assigned for laboratory activities, discussion, etc., is determined by the dean and department chair after consultation with the faculty members involved on the

basis of collegiate guidelines approved by the office of the senior vice president and provost and chief operating officer. The following procedures shall be followed in establishing class size and determining load credit:

- (i) Deans and department chairs, after consultation with the appropriate faculty members, establish minimum and maximum limits on the size of each class. Except in unusual circumstances, as determined by the dean, minimum and maximum limits during the summer are comparable to those in the regular school year.
 - (ii) If a regularly scheduled class fails to meet minimum size, the department chair and dean, in consultation with the faculty member may agree to cancel the class and reschedule the faculty member for some other appropriate activity. The class should be cancelled in sufficient time to allow adequate preparation for alternative activities. If the class is not cancelled, the faculty member shall receive full load credit according to the regular guidelines for the type of course.
 - (iii) Deans and department chairs are responsible for maintaining equity among faculty in the assignment of large and small classes insofar as faculty qualifications will allow.
 - (iv) When a class substantially exceeds the maximum size for which it is programmed, the class may be split or the faculty member may be provided with some kind of extra assistance (e.g. graduate assistant to help grade papers, extra secretarial help, etc.), or additional load credit could be granted with approval of the department chair and the dean.
 - (v) Faculty who teach students who register for independent or individual study, thesis or dissertation research/creative activity, or reading courses may be granted load credit by the department chair in consultation with the dean.
- (c) Administration.
- (i) Administrative load will be determined by the dean in consultation with the department chair. The amount of credit assigned in each case should be roughly correlated with the following factors:
 - (a) Number of faculty, full and part-time;
 - (b) Number of majors, graduate and undergraduate;
 - (c) Number and variety of program levels;
 - (d) Graduate and undergraduate credit hours generated;
 - (e) Quality of departmental research/creative activity and scholarly and

professional activities;

(f) Number of graduate assistants and the number and variety of nonprofessional staff to be supervised;

(g) Amount and sophistication of departmental equipment; the extent of laboratory involvement; and,

(h) Extent of interdepartmental cooperation and coordination required.

(ii) Other part-time administrative assignments may be made on the recommendation of the faculty, department head, and the academic dean. Such appointments must be based on an explicit description of job responsibilities.

(d) Research/creative activity.

Load credit may be granted for scholarly research/creative activity. A written research/creative activity proposal must be approved by the department chair and by the dean of the college before load credit is assigned. The department chair and deans will audit the project at the end of the academic year to determine whether the accomplishments warrant continuing the load credit.

(e) Instructional support.

With the approval of the dean of the college and the senior vice president and provost and chief operating officer, load credit may be assigned for special functions not covered in these guidelines (e.g., counseling and academic advising of students as a special collegiate and departmental assignment, developing and preparing new programs and/or relationship to the time necessary to carry out the assignment and to the importance of the activity to the department, college, or university).

(f) Service.

Load credit may be granted by the department chair on consultation with the dean for service in such areas as committees and professional organizations.

(4) Load credit in special situations.

(a) Dividing load among multiple faculty in the same course. When a course is taught by more than one faculty member, load credit is divided equitably. The faculty member who is the instructor of record and who is responsible for coordinating the other instructors' activities will first be assigned an amount of credit determined in consultation with the department chair and/or dean. The remainder of the credit will be divided among the other faculty participating as agreed upon by all involved. This policy does not apply to laboratory courses or

those with many discussion sections; it is designed for so-called team teaching situations or when more than one faculty member participated in lectures.

- (b) Other special situations. Some activities (field experience, student teaching, supervision, studio courses in art, play directing, coaching, supervising interns, laboratory supervision, etc.) do not lend themselves to standard university-wide policies. Load credit for such activities is determined in accordance with guidelines established by the department chair and the dean of the college after consultation with the faculty members involved.

(5) Load for summer sessions.

- (a) Faculty load. Faculty loads during the summer and interim sessions are determined by the department chair and dean of the college after consultation with individual faculty members. In making assignments, such variables as the number of different courses, (e.g., workshops and institutes) and the experience of the faculty member are taken into consideration. In addition, some limitations must be placed on the number of courses and any other responsibilities a faculty member is expected to carry. The normal load is six credits for one term and nine load credits for two terms. More than six load credits for one term may be assigned with the express written approval of the collegiate dean. Credit assigned to faculty for directing workshops shall equal no more than the number of credit hours each workshop carries. However, on the written recommendation of the department chair and dean, a workshop director may be paid an additional stipend if the time included in designing, organizing, staffing, and teaching the workshop is considered out of the ordinary. Workshops or institutes offered between spring semester and summer session I or between the end of summer session II and fall semester need not be counted as part of the six load credits for one term, but will be counted toward the total of nine load credits for the entire summer.
- (b) Summer load for administration. Load credit may be assigned for administering each department/division for the entire summer (summer I and summer II). The amount of each allocation is determined by the volume of activity in each department during each summer session. These credits need not be assigned to department chairs per se, but shall be allocated in a manner approved by the collegiate dean. Faculty members are expected to be available in the office a reasonable amount of time each day of the period for which they are awarded the load credit. Load credit for other administrative responsibilities may be assigned by the dean of the college.
- (c) Other activities. Any load assigned of, remuneration given for activities which are carried out primarily for programs or activities which occur during the regular school year must be budgeted in the department's academic year budget.

(6) Procedural guidelines.

- (a) All activities outlined above are counted as part of the load for any semester and are included on the faculty academic activity report.
- (b) Overload calculations based on the prescribed conditions are made in the spring semester and involves only load credits for the academic year with no carry over into the summer.
- (c) Academic activity report forms are prepared by or under the supervision of the department chair to assure consistency in application of the guidelines.
- (d) Load for a course cannot be assigned both to a graduate assistant and to a faculty member. If the graduate assistant actually teaches the class or supervises the laboratory, then the faculty member may not receive load credit.
- (e) When faculty members are on joint appointment or teach courses outside their home departments, the chair of the home department or department of primary appointment is responsible for completing the academic activity report and includes on the report all activity performed outside the department.
- (f) Any questions relating to the assignment of load credit should be discussed first with the department chair, and if necessary or desirable, with the appropriate collegiate dean.

Effective: ~~01/31/2015~~

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 11/13/1997, 06/25/2007, [01/31/2015](#)

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Revisions to University Rule 3359-20-03.2
Faculty workload policy

BE IT RESOLVED, That the recommendation presented by the Rules Committee on October 9, 2019, to revise Rule 3359-20-03.2, be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 9, 2019

3359-60-07 School of law admission.

- (A) Admission. Admission to all law school degree and certificate programs is at the discretion of the faculty and dean of the school of law. Admission decisions ordinarily will be made by an admissions committee or select members of the admissions committee designated by the whole committee or the dean, or by the dean in consultation with the committee. Prior to the beginning of each academic year, the dean assigns selected faculty members to serve on the admissions committee.

For all programs and certificates, the school of law admissions committee seeks students who will perform successfully in law school, enhance the environment of the school of law and ultimately use their legal education to benefit society. Thus, the committee strives to assemble a student body that is academically well prepared, highly motivated and diverse. Although an applicant's undergraduate grade point average (GPA) and score from the law school admission test (LSAT) or the graduate record examination (GRE) are important indicators of academic preparation and motivation, the admissions committee considers other factors as well. These other considerations include, but are not limited to: the nature and difficulty of the applicant's course of undergraduate study; ascending or descending grade trends; graduate work or degrees; extracurricular activities while in undergraduate or graduate school; the LSAT or GRE writing sample; work experience; community activities; achievements; personal obstacles that may have hindered realization of the applicant's full potential; recommendation letters; and the applicant's personal statement.

The university of Akron school of law is an equal educational institution. In assessing an applicant's academic promise, the admissions committee considers the extent to which the applicant has overcome disadvantages associated with obstacles in life, including membership in a historically disadvantaged racial or ethnic group. Committee members seek to recruit and enroll minority students.

The admissions committee begins to review applications as early as September for admission into the next spring, summer or fall entering class. Applications are reviewed and admission decisions are made on a continuing (rolling) basis. Applicants should therefore submit completed applications as early as possible.

Applicants may receive additional information by visiting the university of Akron school of law website and by reading admission publications. The most up-to-date information on admission requirements will be included on the law school website.

- (B) General requirements and procedures for admission.

- (1) A baccalaureate degree from a regionally accredited four-year college or university (or the international equivalent) must be conferred prior to law school matriculation.

- (2) Test scores from the LSAT OR GRE. Test scores older than five years ordinarily will not be considered.
 - (3) All applicants must register for and submit applications and supporting documents through the law school admissions council (LSAC) by the deadlines stated on the school of law website.
 - (4) A complete application consists of the following:
 - (a) Registration with the LSAC credential assembly service (CAS).
 - (b) Completion of the LSAT or GRE.
 - (c) Submission of an electronic application through LSAC.
 - (d) Submission of transcripts to LSAC for processing.
 - (e) Submission of optional letters of recommendation to LSAC for processing.
 - (5) International applicants for whom English is not their first language must take the test of English as a foreign language (TOEFL) or international English language testing system (IELTS) exam before their applications may be considered for admission. On a rare occasion and in the sole discretion of the admissions committee, the TOEFL/IELTS requirement may be waived if (i) the applicant has a college degree from an institution in which the primary language of instruction was English, or (ii) the applicant can show other circumstances demonstrating proficiency in English.
 - (6) Letters of recommendation are optional, but strongly suggested.
 - (7) Students who are admitted to the school of law are required to pay a non-refundable seat deposit by the stated deadline. Admitted applicants receive additional details in the admit packet distributed to all students shortly after they are admitted.
 - (8) By the date stated on the admissions website, students who intend to enroll must arrange to send to the school of law a final, official transcript from each academic institution attended by the student.
- (C) Orientation. All entering students are required to attend various orientation courses and activities. Details will be provided to admitted students after they are admitted.

Effective: ~~01/31/2015~~

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: Prior to 11/04/1977, 08/30/1979, 01/30/1981,
12/31/1986, 05/22/1991, 11/24/2001 (Replaced
3359-60-07), 11/24/2001(Replaced 3359-60-07.1),
11/24/2001 (Replaced 3359-60-07.2), [01/31/2015](#)

3359-60-07 School of law admission.

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For all programs and certificates, the The school of law admissions committee seeks students who will perform successfully in law school, enhance the environment of the school of law and ultimately use their legal education to benefit society. Thus, the committee strives to assemble a student body that is academically well prepared, highly motivated and diverse. Although an applicant's undergraduate grade point average (GPA) and score from the law school admission test (LSAT) score or the graduate record examination (GRE) are important indicators of academic preparation and motivation, the admissions committee considers other factors as well. ~~such as These other considerations include, but are not limited to:~~ the nature and difficulty of the applicant's course of undergraduate study; ~~Other considerations include, but are not limited to, the applicant's undergraduate academic record,~~ ascending or descending grade trends; ~~graduate work or degrees;~~ and extracurricular activities while in undergraduate or graduate school; ~~The the~~ LSAT or GRE writing sample; ~~work experience;~~ community activities; ~~achievements;~~ personal obstacles that may have hindered realization of the applicant's full potential; and recommendation letters; and the applicant's personal statement.

The university of Akron school of law is an equal educational institution. In assessing an applicant's academic promise, the admissions committee considers the extent to which the applicant has overcome disadvantages associated with obstacles in life, including membership in a historically disadvantaged racial or ethnic group. Committee members seek to recruit and enroll minority students.

~~Decisions are the responsibility of the~~ The admissions committee. ~~The committee~~ begins to review applications as early as September ~~or October~~ for admission into the next ~~fall's~~ spring, summer or fall entering class. Applications are reviewed and admission decisions are made on a continuing (rolling) basis. Applicants should therefore submit completed applications as early as possible.

Applicants may receive additional information by visiting the university of Akron school of law website ~~at www.uakron.edu/law~~ and by reading admission publications. The most up-to-date information on admission requirements will be included on the law school website.

~~(B) Applying for admission as a new law student:~~

~~(1) Requirements:~~

(B) General requirements and procedures for admission.

- (1) A baccalaureate degree from a regionally accredited four-year college or university (or the international equivalent) must be conferred prior to law school matriculation.

~~Any major will be considered for admission. The study of a specific subject is less important than an in-depth pursuit of one's own areas of academic interest. A prospective law student should be able to gather, organize and evaluate facts, to think creatively to solve problems, to write well and communicate effectively, and to understand people and institutions.~~

 - ~~(i) All applicants must take the LSAT. An application will be accepted before an applicant takes the LSAT. However, a decision will not be made on the file until the LSAT score has been received. An applicant dissatisfied with the LSAT score may take the test again. Multiple scores will be averaged. LSAT scores older than three years may not be considered for admission.~~
 - ~~(ii) Applicants must also register for the law school data assembly service (LSDAS). The LSDAS provides a report to The university of Akron profiling the applicant's undergraduate academic summary, copies of all the applicant's undergraduate and graduate transcripts, LSAT score, and writing sample. Applicants may register for the LSAT and the LSDAS at www.lsac.org.~~

~~(b) Each applicant is required to submit the following materials in order to be considered for admission:~~

 - ~~(i) Application~~
 - ~~(ii) Thirty five dollar application fee if the application is not received electronically~~
 - ~~(iii) Personal statement~~
 - ~~(iv) LSDAS report~~
- (2) Test scores from the LSAT or GRE. Test scores older than five years ordinarily will not be considered.
- (3) All applicants must register for and submit applications and supporting documents through the law school admissions council (LSAC) by the deadlines stated on the school of law website.
- (4) A complete application consists of the following:

 - (a) Registration with the LSAC credential assembly service (CAS).

(b) Completion of the LSAT or GRE.

(c) Submission of an electronic application through LSAC.

(d) Submission of transcripts to LSAC for processing.

(e) Submission of optional letters of recommendation to LSAC for processing.

~~(e) International applicants who learned English as second language must submit a test of English as a foreign language (TOEFL) and test of spoken English (TSE) before their applications may be considered for admission. Exceptions may be made for students who completed all of the coursework for a baccalaureate or graduate degree at an accredited U.S. college or university. Applicants who earned a baccalaureate degree from a college or university outside the U.S. are not required to register for the LSDAS.~~

(5) International applicants for whom English is not their first language must take the test of English as a foreign language (TOEFL) or international English language testing system (IELTS) exam before their applications may be considered for admission. On a rare occasion and in the sole discretion of the admissions committee, the TOEFL/IELTS requirement may be waived if (i) the applicant has a college degree from an institution in which the primary language of instruction was english, or (ii) the applicant can show other circumstances demonstrating proficiency in English.

(6) ~~(4)~~ Letters of recommendation are optional, but strongly suggested. Recommendation letters relating to academic performance, extracurricular activities or employment are very helpful to the admissions committee. The letters may be from instructors, employers, colleagues, or others.

(7) Students who are admitted to the school of law are required to pay a non-refundable seat deposit by the stated deadline. Admitted applicants receive additional details in the admit packet distributed to all students shortly after they are admitted.

(8) By the date stated on the admissions website, students who intend to enroll must arrange to send to the school of law a final, official transcript from each academic institution attended by the student.

(C) Orientation. All entering students are required to attend various orientation courses and activities. Details will be provided to admitted students after they are admitted.

~~(C) Types of decisions:~~

~~(1) Admit: A student is admitted to the full-time, day or the part-time, evening division. After admission, a student may request transfer to the other division. An admission is for the fall semester only.~~

~~(2) Defer: Borderline applicant files are often placed in a deferred category. Deferred candidates are admitted or denied from February through early August.~~

~~(3) Deny: An applicant is notified that he/she has not been admitted, but only after the admissions committee has carefully reviewed all of the applicant's credentials and has determined in its best judgment that the applicant is not competitive with that year's pool of applicants. The applicant may reapply for the following year. However, it is strongly recommended that the applicant take steps to enhance his/her file, such as retaking the LSAT or enrolling in and excelling in graduate level courses.~~

~~(D) Reapplication:~~

~~A person who previously applied to the school of law but did not attend, whether accepted or denied, must reapply. The LSAT need not be repeated if taken within the preceding three years. However, an applicant may wish to retake the LSAT, depending on the test score. If the applicant does not retake the LSAT, the school of law will use an existing LSAT/LSDAS report if one is still on file. Previous applications are maintained for three years. If a previous LSAT/LSDAS report is not in our files, the person must apply to LSDAS and submit all undergraduate and graduate transcripts to law services. If the LSAT is retaken, the applicant also must reapply to LSDAS and resubmit all undergraduate and graduate transcripts to LSDAS.~~

~~(E) Enrollment procedures:~~

~~Two seat deposits are required. Admitted applicants receive additional details in the new law student handbook regarding amounts and refunds.~~

~~After admission and before the first day of classes, a student must arrange to send to the school of law two final, official transcripts from each academic institution attended by the student. The transcripts must contain the institution's seal, the registrar's signature and confirmation that a baccalaureate or higher degree was awarded, as appropriate. A certificate of completion of degree requirements may be submitted if a student has successfully completed baccalaureate degree requirements during the summer and the degree will be awarded after the beginning of the fall semester. An authorized official of the institution awarding the baccalaureate degree, such as the registrar, must supply the certificate. At the earliest possible date, the student must arrange for submission of two official transcripts verifying award of the degree to the school of law.~~

~~(F) Orientation:~~

~~A required orientation class for beginning law students is held during the week before fall classes begin. This class in "Introduction to Law and Legal Systems" covers such topics such as outlining, briefing, preparing for class, ethics, an overview of the legal system, and much more. This one credit hour class is required and will count toward the graduation credit hour requirements. In addition, it provides students with a smoother~~

~~transition into the study of law.~~

~~(G) Applying for admission as a transfer (advanced standing) law student:~~

~~A law student who has completed not more nor less than one year (approximately 30 semester credit hours) at an ABA-accredited law school and is in good academic standing may apply for transfer. An admission decision cannot be made until the following documents are received:~~

~~(1) Application~~

~~(2) Cover letter explaining the reasons for transfer~~

~~(3) Thirty-five dollar application fee if the application is not received electronically~~

~~(4) An original, official law school transcript reflecting all grades earned~~

~~(5) A letter from the law school dean or associate dean confirming that the student is in good academic standing, eligible to continue and was not subject to disciplinary action~~

~~(6) A photocopy of the top page of the LSDAS report~~

~~(7) A photocopy of class outlines/syllabi for all law school classes~~

~~(8) Optional: Letters of recommendation from law faculty members addressing classroom performance, writing skills, oral presentations, etc.~~

~~Transfer applications are usually received in May, June and July. Admission decisions are usually made in July, as the above requested materials are often not available until that time. The associate dean of the school of law will determine credit given for prior law schoolwork.~~

~~(H) Applying for admission as a transient (visiting) law student:~~

~~A law student who is currently enrolled at another ABA-accredited law school may apply for transient status for one or more semesters. Transient students are permitted to enroll in courses approved by the dean of their law school, provided that space is available.~~

~~An admission decision cannot be made until the following documents are received:~~

~~(1) Application~~

~~(2) Cover letter explaining the reasons for visiting status~~

~~(3) Thirty-five dollar application fee if the application was not received electronically~~

~~(4) An original, official law school transcript reflecting all grades earned~~

~~(5) A letter from the law school dean or associate dean confirming that the student is in good academic standing, eligible to continue and has permission to enroll in classes at the university of Akron school of law~~

~~(6) A photocopy of the top page of the LSDAS report (this may be obtained from the law school registrar and included with the dean's letter)~~

~~Admission decisions are made shortly after the above materials have been received.~~

~~(I) Applying for admission as an audit (guest) law student:~~

~~The following individuals may be considered for admission as an audit student:~~

~~(1) An attorney or law school graduate may apply for audit status. The following materials must be received before the application may be considered for audit admission:~~

~~(a) Application form~~

~~(b) Thirty five dollar fee if the application is not filed electronically~~

~~(c) Official law school transcript reflecting conferral of the J.D. degree~~

~~(d) Copy of the bar registration card (for attorneys)~~

~~(e) Cover letter~~

~~(2) A student enrolled in a graduate program may apply for audit status. The following materials must be received before the application may be considered for audit admission:~~

~~(a) Application form~~

~~(b) Thirty five dollar fee if the application is not filed electronically~~

~~(c) Official graduate school transcript~~

~~(d) Cover letter~~

~~(e) Letter from dean or department head granting permission for the student to transfer coursework from the university of Akron school of law to apply toward the student's graduate degree~~

~~(J) Joint degree programs:~~

~~The following four joint degree programs are available in conjunction with the college of business administration and the department of public administration:~~

~~Juris doctor/master in business administration~~

~~Juris doctor/master in human resources~~

~~Juris doctor/master in taxation~~

~~Juris doctor/master in public administration~~

~~Approved graduate level courses may transfer to the juris doctor degree for courses that are taken while the student is enrolled in the school of law.~~

~~To pursue a joint degree program, the student must be admitted to the school of law and the graduate school for the college of business administration or the department of public administration. The student should contact each department for information concerning criteria and procedures. Individuals with baccalaureate degrees in any field of study are eligible to apply.~~

Effective: 01/31/2015

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: Prior to 11/04/1977, 08/30/1979, 01/30/1981, 12/31/1986, 05/22/1991, 11/24/2001 (Replaced 3359-60-07), 11/24/2001(Replaced 3359-60-07.1), 11/24/2001 (Replaced 3359-60-07.2), [01/31/2015](#)

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Revisions to University Rule 3359-60-07
School of law admission

BE IT RESOLVED, That the recommendation presented by the Rules Committee on October 9, 2019, to revise Rule 3359-60-07, be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 9, 2019



Consent Agenda
The University of Akron Board of Trustees
Meeting of October 9, 2019

Item	Description	Committee	Tab
1	Minutes for August 14; September 3; and September 23, 2019	None	Board of Trustees
2	Investment Report for the Fiscal Year Ended June 30, 2019	Finance & Admin.	2
3	Financial Report for the Fiscal Year Ended June 30, 2019	Finance & Admin.	3
4	Procurements for More Than \$500,000	Finance & Admin.	4
5	Disposition of the Former Ballet Center	Finance & Admin.	5a
6	Exchange of 503 Vine Street for 496-502 Vine Street	Finance & Admin.	5b
7	Pre-authorization to Select an Outsourced Chief Investment Officer (OCIO)	Finance & Admin.	6
8	Administrative and Fiduciary Oversight of Defined Contribution Plans Sponsored by The University of Akron	Finance & Admin.	7
9	Naming of The Dr. Florence L. Denmark Gallery of Social Change	Finance & Admin	8a
10	Naming of The Lynn Rodeman Metzger Galleries	Finance & Admin	8b
11	Cumulative Gift and Grant Income Report for July 1 through August 31, 2019	Finance & Admin.	9
12	Proposed Curricular Change	Academic Issues & Student Success	1
13	Revisions to Rule 3359-11-05, Court and military leave for all employees except bargaining unit faculty	Rules	1
14	Revisions to Rule 3359-60-07, School of Law admission	Rules	3

Presiding:
Chair
Joseph M. Gingo

October 9, 2019

1	Approval of Presidential Employment Agreement for Dr. Gary L. Miller
2	Authorizing the Reorganization of the Office of Academic Affairs and Establishing the Position of Executive Vice President and Provost
3	Authorizing Dr. Miller to Develop a University-wide Strategic Plan
4	
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10	
11	
12	

New Business

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Approval of Presidential Employment Agreement for Dr. Gary L. Miller

WHEREAS, The University of Akron's Board of Trustees approved Resolution 8-17-19 on August 14, 2019, thereby appointing Dr. Gary L. Miller as the 18th President of The University of Akron, effective October 1, 2019; and

WHEREAS, The terms of Dr. Miller's employment were set forth in a Term Sheet dated August 14, 2019, with the understanding that a more fully developed Employment Agreement would follow for the Board's formal approval; and

WHEREAS, A Presidential Employment Agreement consistent with the Term Sheet has been negotiated successfully by both parties to the agreement, and is attached to this document as Exhibit A; Now, therefore,

BE IT RESOLVED, That The University of Akron's Board of Trustees formally approves the attached Presidential Employment Agreement between the University and Dr. Gary L. Miller.

M. Celeste Cook, Secretary
Board of Trustees

October 9, 2019

EXHIBIT A

THE UNIVERSITY OF AKRON PRESIDENT'S EMPLOYMENT AGREEMENT

This President's Employment Agreement (the "Agreement") is made between the **BOARD OF TRUSTEES OF THE UNIVERSITY OF AKRON**, 302 East Buchtel Common, Akron, Ohio 44325 ("Board"), and **DR. GARY L. MILLER** ("President" or "Dr. Miller"), effective the 1st day of October, 2019 (the "Effective Date"). The University and the President may be referred to hereinafter as a "Party" and collectively as the "Parties".

RECITALS

WHEREAS, the Board wishes to employ Dr. Miller as President of The University of Akron (the "University") and Dr. Miller wishes to serve as President and be its employee, subject to the terms of this Agreement and applicable law;

WHEREAS, both the Board and the President desire to set forth their respective rights and obligations in this Agreement; and

WHEREAS, this Agreement has been duly approved and its execution has been duly authorized or ratified by the Board at the meeting of the Board held on October 9, 2019.

NOW, THEREFORE, in consideration of the covenants and agreements set forth herein, the adequacy and sufficiency of which are hereby acknowledged, the President and the Board agree as follows:

1. **Appointment and Term.** The Board appoints and employs Dr. Miller to serve as the President of the University for a term beginning October 1, 2019 and ending September 30, 2024 (the "Term"). Dr. Miller is employed to serve as the chief executive officer of the University under the policies, rules, supervision, direction and discretion of its Board and the Board's Executive Officers, and consistent with all applicable law. The President hereby accepts and agrees to such appointment as of such date. The Term may be extended by mutual written agreement of the parties.
2. **Powers and Duties.** The President shall perform all duties in accordance with federal, state and local law, the terms of this Agreement, and the Rules of the Board, as amended from time-to-time. The President shall perform those services and duties that are inherent to the Office of the President, as the chief executive officer of the University, including, without limitation, the duties set forth in the Rules of the Board and other actions of the Board (collectively, the "Duties"). The President shall devote his full-time, attention, skill, and efforts to the faithful performance of the Duties for the University, except as set forth in Section 8 of this Agreement ("Outside Activities"). The President and the Board acknowledge and agree that the Duties hereunder shall be to supervise the entire program of activities of the University and shall be consistent with those customarily performed by presidents of colleges and universities comparable in size and type to the University, including, without limitation:

- a. institutional, faculty, and educational leadership and management;
- b. fostering positive external relationships with federal, state, and local government;
- c. fundraising, development, public, and alumni relations;
- d. long range and strategic planning, and budget formulation;
- e. recruitment, appointment, promotion and dismissal of faculty and staff members;
- f. student recruitment and services; and
- g. such other duties as may be mutually agreed upon by the President and the Board or assigned to the President by the Board.

The President also serves as an ex-officio member of The University of Akron Foundation Board of Directors and as a member of The University of Akron Research Foundation Board of Directors. Should the President's employment with the University cease for any reason, the President's service as a member of these Boards also will cease.

The Board expects the President to develop and maintain personal relationships with alumni, donors, and potential donors as part of his fundraising, development, and alumni relations duties. Such efforts may require the President to be a guest in the homes of alumni, donors and potential donors and will require the President to participate in social and recreational activities with these individuals. The Board believes that such relationships are critical to the University's fundraising, development, and alumni relations efforts and expects the President to participate in such activities.

3. **Compensation.**

- a. **Annual Base Salary.** As compensation for the services to be performed by the President pursuant to this Agreement, the University shall pay the President an annual base salary of \$475,000.00, (the "Base Salary"), less applicable deductions, in equal monthly installments. All compensation received by the President will be subject to applicable tax laws and, if appropriate, will be treated as taxable income subject to applicable withholding and other payroll taxes. During the Term of this Agreement, the President's Base Salary may be increased, but not decreased. Any increases in the Base Salary shall be within the Board's sole discretion and shall be based upon the President's performance during the previous twelve months in connection with the annual evaluation of the President's performance, as set forth in Section 4 of this Agreement.
- b. **Internal Revenue Code §457(f) Plans.** The University shall establish and maintain for the benefit of the President a non-qualified deferred compensation plan under Section 457(f) of the Internal Revenue Code of 1986, as amended, and the guidance thereunder (the "457(f) Plan"). (For purposes of this Agreement, the "Code" shall refer to the Internal Revenue Code of 1986, as amended, and the guidance thereunder.) The University shall credit this Plan with \$25,000.00 during each year of the Agreement, provided that the President has remained continuously employed by the University through the end of such year. All accrued deferred compensation that the University has credited to the 457(f) shall become fully vested and payable to the President in a single lump sum payment upon completion of the Term; provided however, should the President be unable to complete the Term due to his death, permanent disability (as defined by Section 409(a)(2)(C) of the Code), or termination without Cause by the University (pursuant to Section 7(b) of the Agreement) all credits made to the Account shall be deemed to vest. If the President is terminated for cause (pursuant to Section

7(a) of the Agreement) or voluntarily resigns from employment (pursuant to Section 7(c) of the Agreement), the President shall not receive any accrued deferred compensation under this Plan. Any other terms and conditions of the Plan shall be set forth in a document separate and apart from this Agreement but shall include a substantial risk of forfeiture provision. Both parties acknowledge that future guidance issued by the Internal Revenue Service with respect to Section 409A of the Code or Section 457(f) of the Code may necessitate an amendment of this Section 3(b) and the parties mutually agree to amend this Section 3(b) to comply with such guidance.

- c. **State Appropriation.** Payment under this Agreement is subject to appropriation of funds by the Ohio Legislature and to the determination of the adequacy of such funds for that purpose by the Board. However, the Parties agree and understand that funding for the University comes from several sources other than appropriations by the state of Ohio. It is not the intent of the Board to use any reduction in appropriations as a reason to reduce compensation under this Agreement if other funds are available for such use.
4. **Annual Evaluation.** On or before July 1 of each year, the President shall provide to the Chair of the Board (the "Chair") proposed goals and objectives for the year period beginning on September 1st. The Board or its designee (referred to in this Section 4 as the "Board") and the President shall discuss the President's goals and objectives, after which time the Board and the President shall agree upon goals and objectives for the year period. On or before July 1 of each year, the President shall initiate the evaluation process for the period that began on September 1 of the previous calendar year by submitting to the Board a self-appraisal of said period's performance. This appraisal shall address the President's performance related to each of the goals and objectives determined the preceding September. After the President has provided this self-appraisal, the Board shall evaluate the President's performance during the previous academic year based on the President's achievement of the mutually agreed upon specified goals and objectives and such other criteria as the Board deems appropriate. To aid the Board in its annual evaluation, the President agrees to furnish to the Board such oral or written reports as it may request.
5. **Benefits and Reimbursements.** During the Term of this Agreement, the University shall provide the President with the following benefits and reimbursements:
 - a. **Standard Benefits.** The President shall be a member of the administrative faculty with rank, untenured, of the University. The President shall be eligible to participate in such University benefits as are generally available to full-time faculty and contract professionals, subject to eligibility requirements, terms, and costs as are applicable, including: (i) health care insurance (dental, medical, prescription, and vision), term life insurance coverage and disability insurance in accordance with the University's employer-provided plans applicable to faculty and contract professionals; (ii) worker's compensation coverage; (iii) an annual physical examination for the President, which will be provided by the University at no cost, at a mutually agreeable facility, with results made available to the Chair of the Board; (iv) twenty-two (22) vacation days and fifteen (15) sick leave days per year, which may be accrued and are administered in accordance with the Rules of the Board and University policies; and (v) tuition remission, consistent with the University's policies.

- b. **Supplemental Retirement Plans.** As part of the employee benefits package, the President shall be eligible for retirement benefits under the applicable Ohio public retirement system or Alternative Retirement Plan (the “ARP”), based on the employee’s election and as permitted by law. The University will make all required employer retirement contributions to the applicable retirement plan or ARP, based on the President’s election. The President also will have the opportunity to participate in the University’s supplemental retirement plans, subject to sections 403(b) and 457(b) of the Code.
- c. **Additional Insurance Opportunities.** In addition to the group life insurance provided by Section 5(a), the President shall have the opportunity to participate in such other, optional insurance programs that are provided by the University to its employees.
- d. **Automobile.** During the Term of the Agreement, the University shall provide the President with an automobile allowance in the amount of \$750.00 per month. Any automobile expenses beyond the amount of the allowance as well as any liability, collision, and comprehensive insurance and any additional operating expenses shall be the responsibility of the President.
- e. **Housing.** During the Term of the Agreement, the University shall provide the President a stipend of \$3,500.00 per month to be applied toward housing. Any housing expense balance, as well as any liability and comprehensive insurance and all additional operation expenses associated with said housing, including all repairs, shall be procured and borne by the President. It is expected that the President shall, from time-to-time, utilize facilities on the main campus or elsewhere, including the President’s residence, to (1) entertain various individuals, including but not limited to dignitaries, community leaders, faculty and other employee groups, students, friends of the University, and political leaders; and (2) to hold receptions, meetings, conduct fund-raising activities and a variety of events for mixed business and social purposes benefiting the interests of the University. In such instances, reasonable cooking, catering, and housekeeping services shall be provided to, or reimbursed by the University at the President’s request.
- f. **Travel, Entertainment, and Other Business Expenses.** The President and his spouse are expected to travel on behalf of the University. Appropriate business class air travel for international flights and for flights scheduled for longer than 4 hours will be provided for the purposes of such travel. Other reasonable travel and other business expenses incurred by the President and his spouse in connection with University business (including mileage) shall be paid for or reimbursed in accordance with the University’s travel and hosting policies. The University will establish an annual budget for entertainment and travel based on the needs of the President’s responsibilities. If the President requests his spouse to utilize her skills and talents in connection with a University related activity and for the direct benefit of the University, such efforts will be on a voluntary, unpaid basis; however, expenses incurred in connection with such University related activity by the President’s spouse shall be reimbursed in accordance with University policy.

- g. **Club Membership.** The Board will provide the President, at the University's expense, with a family membership at one mutually agreed upon country club in the name of (or on behalf of) the University and shall pay monthly dues and expenses as provided under Board rules. The parties acknowledge and agree that based upon substantiation of information to be provided by the President, the University shall include in the President's compensation for income tax purposes only the value attributable to the President's non-business (i.e. personal) uses of such club. The President agrees to maintain and furnish an accounting of expenses provided for in this Agreement in accord with standard requirements of the University.
 - h. **Working Facilities.** The President shall be provided with a private office, reasonable staffing, entertainment budget (consistent with Section 5(f) of this Agreement), and other resources necessary for the operation of the Office of the President and to carry out the University's development objectives as determined by the Board. The University also will provide the President with necessary equipment and support (i.e. computer, printer, mobile telephone, etc.) to operate an office at the President's personal residence. In addition, the President's spouse will be supplied with reasonable and necessary computing equipment and support to facilitate her participation in events and activities for the benefit of the University. Such equipment shall remain the property of the University.
 - i. **Transition, Moving, and Relocation Expenses.** The University will reimburse the President for reasonable moving and relocation expenses up to an amount of \$36,000.00, such reimbursement to be consistent with the University's policies concerning moving expenses. The President must obtain estimates from two national moving companies and will be reimbursed at the lower estimate unless otherwise agreed to in writing in advance by the Chair of the Board. Moving and relocation expenses are eligible for reimbursement if incurred within twelve (12) months of the Effective Date.
 - j. **Professional Development.** The University will pay for, or reimburse the President, as applicable and in accordance with University policies, for membership in professional organizations, as well as for attendance and participation in professional development meetings and conferences.
 - k. **Compliance with Section 409A of the Code.** The University shall make the reimbursements under Section 5 of this Agreement in a manner that is compliant with Section 409A of the Code. As such, the amount of expenses reimbursed during one taxable year shall not affect the amount of expenses eligible for reimbursement in any other taxable year. Any reimbursement of expenses typically will occur within thirty (30) days from the submission of a fully completed reimbursement request, but in no event shall reimbursement be made after the last day of the taxable year following the year in which the expense was incurred. The right to reimbursement of expenses shall not be subject to liquidation or exchange for another benefit.
6. **Tax Reporting.** The University shall include in the W-2 issued to the President all payments, benefits, allowances, and reimbursements that are defined as income or otherwise required to be reported by federal, state, or local governments. Except as provided in this Agreement, the President shall be responsible for the payment of all personal taxes due and shall make such payments on a "when due" basis.

7. **Termination.**

- a. **Termination For Cause.** The University may terminate this Agreement at any time, for cause, upon written notice to the President. For purposes of this Agreement, "Cause" shall mean:
- i. conduct, whether occurring prior to or during the Term of this Agreement, that in the reasonable judgment of the Board is contrary to the best interests of, or prejudicial to the University and is also either (a) a substantial deviation from the expected character or behavior of a person occupying the position of a university president or (b) a serious violation of law;
 - ii. willful neglect of duty, including the President's prolonged absence from work without the Board's consent (except such absence that is attributable to illness or disability or approved leave);
 - iii. gross negligence or willful malfeasance by the President in the performance of the President's duties;
 - iv. actions or omissions by the President that are undertaken, or omitted knowingly, that represent a material breach of the University's policies, rules, or procedures;
 - v. actions or omissions by the President that are criminal or fraudulent, or that involve dishonesty or moral turpitude;
 - vi. any indictment, conviction, plea of guilty, "no contest" or "Alford" to a felony; or
 - vii. any material breach of this Agreement.

In the event the President is terminated for Cause, the President's employment shall cease immediately, and the President shall not be entitled to any further compensation or benefits as President, except as set forth in the University's various benefit plans with respect to vesting and rights after termination of employment.

- b. **Termination Without Cause.** The University may terminate this Agreement without Cause at any time for the convenience of the University upon ninety (90) days prior written notice to the President. Termination of this Agreement by virtue of the President's Permanent Disability or death (as set forth in Sections 7(d) and 7(e) of this Agreement, respectively) shall not be construed as termination without Cause. If the University terminates this Agreement without Cause prior to the expiration of the Term, the President shall be entitled to receive payments equal to the President's then-Base Salary and health benefits (dental, medical, prescription, and vision) for one (1) year from the date of termination. The President shall not be entitled to any further compensation or benefits as President, except as set forth in the University's various benefit plans, including the 457(f) Plan, with respect to vesting and rights. No payments shall be made under this Section 7(b) unless the President provides to the University, and does not revoke, a general release of claims in a form satisfactory to the University. For purposes of this Agreement, any reference to the President's termination of employment will be interpreted in a manner consistent with the definition of "separation from service" under Section 409A of the Code and with the definition of "severance from employment" under Code Section 457(f).

- c. **Resignation.** The President may resign from the Presidency by providing at least nine (9) months prior written notice to the Board. The President's employment as President shall cease on the effective date of resignation, and the President shall not be entitled to any further compensation or benefits as President, except as set forth in the University's various benefit plans with respect to vesting and rights after termination of employment. The President acknowledges and agrees that if he resigns prior to the completion of his Term, he forfeits all rights to any deferred compensation under Section 3(b) of this Agreement.

In addition to the foregoing, should the President resign: (i) less than three (3) calendar years from the Effective Date or with less than nine (9) months advance notice to the Board, the President shall pay to the University as liquidated damages, and not as a penalty, seventy-five percent (75%) of his initial Base Salary. Such payment will be due to the University within sixty (60) days of the President's final day in office. Notwithstanding the foregoing, if the President resigns following the failure of the state of Ohio to appropriate the necessary funds for his salary, as contemplated in Section (3)(c), the University will not assess liquidated damages.

- d. **Permanent Disability.** If the President shall become permanently disabled during his service as President, this Agreement shall terminate effective on the date of permanent disability and the President shall receive all benefits to which the President is entitled pursuant to the University's disability insurance plan in which the President participates, as set forth in Section 5(a) as well as the benefits provided by the 457(f) Plan. For purposes of this Agreement, "Permanent Disability" shall be defined by Section 409(a)(2)(C) of the Code.

The President understands that he is considered a key employee under FMLA regulations. A "key employee" is a salaried, FMLA-eligible employee who is among the highest paid ten (10) percent of all the employees employed by the employer within seventy-five (75) miles of the employee's worksite. Under certain circumstances, the President may be denied restoration of his job if doing so would result in "substantial and grievous injury" to the University, as reasonably determined by the Board in its sole discretion.

- e. **Death.** In the event of the President's death during the Term of this Agreement, the President's Base Salary shall cease immediately and this Agreement shall terminate effective on the date of death. The President's designated beneficiary shall be entitled to receive all benefits to which the President is entitled under the University's various insurance plans and the benefits provided by the 457(f) Plan only.
8. **Outside Activities.** The University recognizes that it may be both appropriate and beneficial for the President to engage in outside activities, such as serving on an external, charitable or similar board of directors, consulting, delivering speeches, and writing. However, the President shall seek prior approval from the Board, which will consult with the General Counsel (who serves as the University's Chief Ethics Officer), before agreeing to undertake any outside activities. The President may not engage in any outside activity that conflicts with the President's duties to, and responsibilities for, the University or Ohio's Ethics Law. The President is required to file an annual Financial Disclosure Statement with the Ohio Ethics Commission as required by law. All income or other compensation earned by the President in connection with the President's outside

activities shall be paid to and retained by the President and reported in accordance with applicable tax law and established University policy. Such income, if any, shall have no effect on the amount of salary, benefits, or other compensation to which the President may be entitled to under this Agreement.

9. **Confidential Information; Non-Solicitation.**

- a. **Confidentiality.** The President acknowledges that while employed hereunder, he will occupy a position of trust and confidence and will receive and have access to Confidential Information, as hereinafter defined. The President acknowledges that such Confidential Information is specialized, unique in nature, and of great value to the University and that such information gives the University a competitive advantage. During the Term and thereafter, the President shall not use the Confidential Information or disclose the Confidential Information to any third party, except (i) as required to perform his duties in a manner consistent with professional standards and obligations; (ii) as authorized by the University; (iii) in furtherance of the University's legitimate business interests; (iv) to comply with applicable law or accreditation standards; or (v) to the extent such Confidential Information shall have become public other than by the President's unauthorized use or disclosure. Notwithstanding the foregoing, in no event shall the President use or disclose Confidential Information if such use or disclosure will expose the University to competitive disadvantage or legal liability, or will otherwise harm the University. For purposes of this Agreement, "Confidential Information" means any information not generally available to the public regarding the University or its actual or prospective students, employees, alumni, or donors, including without limitation information regarding actual or potential activities of the University; admissions information; fundraising information; the identities of persons under consideration for positions as trustees, officers, or employees of the University; information regarding actual or potential NCAA, athletic conference, legal, or regulatory proceedings; and any other information that should by its nature or context be recognized as proprietary and/or confidential.
- b. **Return of Documents and Property.** The President agrees to deliver or return to the University, at its request at any time or upon termination or expiration of his employment or as soon thereafter as possible, all property furnished by the University or prepared, maintained, or acquired by the President in the course of the President's employment hereunder, including without limitation computer equipment, keys, documents, records, lists, data, drawings, prints, notes and all other written information, in any form or media and including all copies.
- c. **Non-Solicitation.** The President recognizes that he will possess Confidential Information about other employees of the University relating to their education, experience, skills, abilities, compensation and benefits, and inter-personal relationships with faculty, staff, students, and suppliers to the University. The President recognizes that the information he will possess about these other employees is not generally known, is of substantial value to the University in securing and retaining faculty, staff, and students and will be acquired by the President because of his position. The President agrees that during the Term and for a period of twenty-four (24) months beyond his termination or expiration of this Agreement, that he will not, directly or indirectly, solicit, recruit, or hire or aid in the hire of any employee of the University for the purpose of being employed by any business, individual, partnership, firm, corporation, or other entity on whose behalf the President is acting as an agent,

representative, principal, or employee, and the President will not convey any such Confidential Information or trade secrets about other employees of the University to any other person except within the scope of the President's duties hereunder.

- d. **Notification of Certain Communications.** The parties agree that should another employment opportunity be presented to the President, or should the President be interested in another employment position during the Term of this Agreement, the President shall notify the Chair of the Board of such opportunity or interest before he or any representative of his, holds discussions or engages in other communications with anticipated employment position principals.
- e. **Remedies for Breach.** The President expressly agrees and understands that the remedy at law for any breach by the President of this Section 9 will be inadequate and that damages flowing from such breach are not usually susceptible to being measured in monetary terms. Accordingly, it is acknowledged that upon the President's violation of any provision of this Section 9, the University shall be entitled to seek from any court of competent jurisdiction immediate preliminary and/or permanent injunctive relief restraining any threatened or further breach as well as an equitable accounting of all profits or benefits arising out of such violation. Nothing in this Section 9 shall be deemed to limit the University's remedies at law or in equity for any breach by the President of any of the provisions of this Section 9, which may be pursued by or available to the University.
- f. **Use of Name, Image, or Likeness.** During the term of this Agreement, the President consents to the royalty-free use of his name, nickname, initials, autograph, signature (but only for promotional purposes and not as a legally binding signature for the execution of documents absent specific authorization from the President), voice, video or film portrayals, photograph, image or likeness, and any other means of endorsement or identification of or by the President, including statistical, biographical, or other information or data relating to the President, by the University or by any party under contract with the University in the conduct and promotion of the University and as otherwise provided in this Agreement. The President acknowledges that from time to time the University may be presented with opportunities for the production and distribution of multimedia broadcasts and promotional materials relating to the University ("Multimedia"), and the President agrees to appear in and participate in the creation of such Multimedia works. As between the parties, the University shall own all right, title, and interest (including copyright) in and to the Multimedia works and the President hereby assigns his interest in such to the University. The uses allowed in this Section 9(f) shall not present the President in a false or demeaning manner. Where practicable, the University shall provide the President advanced notice of an intended use with sufficient detail for the President to comment and provide input on the proposed intended use. In the event the President objects to any current or future use because it presents him in a false or demeaning manner, he shall notify the Chair of the Board who shall reasonably consider the President's objection and as deemed appropriate by the Chair, modify or discontinue the objectionable use.
- g. **Survival of Provisions.** To the extent provided in this Section 9(g), the obligations contained in this Section 9 shall survive the termination or expiration of the President's employment and, as applicable, shall be fully enforceable thereafter in accordance with the terms of this Agreement. The President agrees that the restrictions set forth in this Section 9 are reasonable and necessary in order to protect adequately the University's interests, and agrees

not to challenge the reasonableness of any such restriction in any proceeding arising out of or related to this Agreement. If it is determined by a court of competent jurisdiction that any restriction in this Section 9 is excessive in duration or scope or is otherwise unenforceable, it is the intention of the parties that such restriction may be modified or amended by the court to render it enforceable to the maximum extent permitted by law.

10. **Compliance with Ohio Law.** Dr. Miller's appointment as President is subject to all applicable laws and regulations including full compliance with Ohio's Ethics laws, including financial reporting disclosure. In compliance therewith, the University is providing the President with the enclosed copy of the relevant Ethics laws.
11. **Section 409A and 457 Compliance.** All payments and benefits under this Agreement are intended to comply with, or otherwise be exempt from, Section 409A of the Code. Severance payments are intended to qualify for the severance exception under Section 457 of the Code. This Agreement shall be administered, interpreted, and construed in a manner consistent with that intent. If any provision of this Agreement that is found not to comply with, or otherwise not be exempt from, the provisions of Section 409A or the severance exception to Section 457 of the Code, it shall be modified and given effect, in the sole discretion of the University and without requiring the President's consent, in such manner as the University determines to be necessary or appropriate. Each payment under this Agreement shall be treated as a separate payment for purposes of Section 409A of the Code.
12. **Legal, Tax and Financial Assistance.** The President acknowledges and agrees that the President has consulted, or has been given the opportunity to consult, with personal tax, legal, and financial advisors with respect to each and every term of this Agreement. Furthermore, neither the University nor the Board, trustees, employees, or agents of the University makes any representation, warranty, or guarantee to the President regarding the tax, legal, or financial consequences of any term in this Agreement; nor does the University have any obligation to indemnify the President from the payment of all taxes (including any penalties and interest) that arise from payments under this Agreement.
13. **Acknowledgment of Policies and Benefits.** All University faculty and staff are required to acknowledge and complete an Employment Information and Fringe Benefit Summary document. The President shall complete and execute the Summary document as part of his hiring and onboarding process.
14. **Mediation.** If the parties mutually agree, any controversy or claim that either party may have against the other arising out of or relating to the construction, application, or enforcement of this Agreement, as well as any controversy or claim based upon an alleged breach of any legal right relating to or arising from the President's employment and/or the termination of the President's employment may be submitted to non-binding mediation. The costs and fees associated with mediation shall be borne equally by the parties.
15. **Notice.** All notices required or allowed by this Agreement shall be hand delivered or mailed by certified mail, postage prepaid, return receipt requested. Unless and until changed by a party giving written notice to the other, the addresses below shall be the addresses to which all notices required or allowed by this Agreement shall be sent:

If to the University:

Chair, Board of Trustees
The University of Akron
c/o Secretary to the Board
337 Student Union
Akron, OH 44325-4705

If to the President:

Dr. Gary L. Miller
21 Furnace Street #804
Akron, Ohio 44308

16. **Severability and Waivers.** If any portion of this Agreement shall be held to be invalid, inoperative, or unenforceable by a court of competent jurisdiction, then, so far as possible, effect shall be given to the intent manifested by the portion held invalid, inoperative, or unenforceable, and the remainder of this Agreement not found invalid, inoperative, or unenforceable shall remain in full force and effect. No waiver or failure to enforce any or all rights under this Agreement by either party on any occasion shall constitute a waiver of that party's right to assert the same or any other rights on that or any other occasion.
17. **Governing Law.** This Agreement shall be governed and construed, and the rights and obligations of the parties hereto shall be determined, in accordance with the laws of the State of Ohio, excluding its choice of law rules. Dr. Miller's appointment as President is specifically subject to and may be superseded by the fiscal watch provisions of Ohio Revised Code Chapter 3345, including the performance evaluation, suspension of authority, duties, pay, and termination provisions required by Ohio Revised Code § 3345.77.
18. **Counterparts.** This Agreement may be executed in counterparts, and by the parties on separate counterparts each of which, when so executed, shall constitute but one of the same instrument.
19. **Complete Agreement.** This Agreement and the deferred compensation agreement contemplated by Section 3(b) constitute the entire agreement between the parties and fully supersede any and all prior agreements or understandings, written or oral, between the parties pertaining to the matters set forth herein. As such, this Agreement supersedes and replaces the President's Term Sheet between Dr. Miller and the University. This Agreement shall not be amended, modified, or changed other than by written agreement by the President and the University.
20. **Personal Contract.** The President's obligations and duties shall be personal and not assignable or delegable in any manner whatsoever. This Agreement shall be binding upon and inure to the benefit of the President and the President's executors, administrators, heirs, successors, and permitted assigns, and upon the University and its successors and assigns.

21. **Miscellaneous.** The headings in this Agreement are for convenience only and shall not be used in construing or interpreting this Agreement. The terms “Board,” “Board of Trustees,” and “University” as used in this Agreement, where applicable or appropriate, shall be deemed to include or refer to any duly authorized board, committee, officer, or employee of said entity. Whenever the context requires, the masculine shall include the feminine and neuter, the singular shall include the plural, and conversely.

The University of Akron

Joseph M. Gingo
Chair, The University of Akron Board of Trustees

Date: _____

Dr. Gary L. Miller
President

Date: _____

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Authorizing the Reorganization of the Office of Academic Affairs and
Establishing the Position of
Executive Vice President and Provost

WHEREAS, On December 6, 2017 through Resolution 12-17-17, the Board acknowledged the need for additional resources in the Office of Academic Affairs, and authorized the creation of the co-equal positions of the Executive Vice President and Chief Academic Officer and the Executive Vice President and Chief Administrative Officer; and

WHEREAS, That same resolution authorized the University administration to begin a national search for an Executive Vice President and Chief Academic Officer “as soon as practicable”; and

WHEREAS, The Board appointed Dr. Rex Ramsier (“Ramsier”) as the Executive Vice President and Chief Administrative Officer, and asked Ramsier to continue to serve as the Senior Vice President and Provost, thereby fulfilling the functions of the Executive Vice President and Chief Academic Officer, during the pendency of the search; and

WHEREAS, A search for the Executive Vice President and Chief Academic Officer began in early 2018, but because of the subsequent transition of the presidency due to the resignation of President Wilson, the search was suspended in spring 2018; and

WHEREAS, On April 17, 2019, after Ramsier having continued to perform the functions of two separate executive vice-presidential positions, the Board, through Resolution 4-20-19, appointed Ramsier to serve only as the Executive Vice President and Chief Administrative Officer and extended his contract to serve in that position through June 30, 2021; and

WHEREAS, In that same resolution, the Board also appointed Dr. Chand Midha (“Midha”) to serve as the Interim Executive Vice President and Chief Academic Officer, while also having Midha continue to serve as the Executive Dean of the Graduate School; and

WHEREAS, The Board further authorized the engagement of a search firm to conduct a national search for the position of Executive Vice President and Chief Academic Officer in accordance with the collective bargaining agreement and in coordination with the search for a President, and acknowledged that neither Ramsier nor Midha would be a candidate for this position; and

WHEREAS, The Board discontinued the title of Senior Vice President and Provost; and

WHEREAS, On August 14, 2019, the Board concluded its search for a new President and announced Dr. Gary L Miller (“Miller”) as its new President effective October 1, 2019; and

WHEREAS, The Board, in consultation with and upon the recommendation of Miller, desires to discontinue the current organizational structure of the Office of Academic Affairs and to create a new structure, including creation of the position of Executive Vice President and Provost (“EVP/Provost”); and

WHEREAS, The Board desires to immediately undertake a national search for the EVP/Provost; Now, Therefore,

BE IT RESOLVED, That the Office of Academic Affairs shall be reorganized to eliminate the co-equal positions of the Executive Vice President and Chief Academic Officer and the Executive Vice President and Chief Administrative Officer and to create the new position of the EVP/Provost; and

BE IT FURTHER RESOLVED, That the EVP/Provost position will be responsible for all functions for which the Executive Vice President and Chief Academic Officer and the Executive Vice President and Chief Administrative Officer have been responsible; and

BE IT FURTHER RESOLVED, That in order to maintain stability in the Office of Academic Affairs during the transition to the new organizational structure, the current organizational structure shall remain in place until the EVP/Provost is selected, with Ramsier and Midha continuing to serve in their respective current roles; and

BE IT FURTHER RESOLVED, That the University will conduct a national search, to be led by the Search Committee and Miller, to select a new EVP/Provost.

M. Celeste Cook, Secretary
Board of Trustees

THE UNIVERSITY OF AKRON

RESOLUTION 10- -19

Authorizing Dr. Miller to Develop a University-wide Strategic Plan

WHEREAS, The University of Akron is focused on the outcome of student success; and

WHEREAS, The University has developed a series of three-year action plans to help guide University operations toward that outcome; and

WHEREAS, These plans currently are being updated and revised; Now, Therefore,

BE IT RESOLVED, That the President of the University will use the existing plans as a foundation to develop a University-wide strategic plan that will guide the University for a three-to five-year time horizon; and

BE IT FURTHER RESOLVED, That the President will organize an inclusive process that will result in the presentation of the strategic plan at the June 10, 2020 regular meeting of the Board of Trustees.

M. Celeste Cook, Secretary
Board of Trustees